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RESETTLING DEMOBILISED OFFICERS
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BIGGER AND BETTER CONFERENCES

NALGO's annual Conference next year—the "Victory Conference," we hope—will be the longest, and should be the best, the Association has ever held.

At its meeting in London on November 18, the National Executive Council made the revolutionary decision to break away from the traditional Whitsun week-end for Conference and, instead, to hold it from Tuesday to Friday during a week in June. Which week is to be settled later.

There were four reasons for this decision: the fact that Whitsun falls so early next year (that Sunday is May 20) that it would have been almost impossible to follow the proper pre-table for collection and consideration of ances of motion; the difficulty of finding commodation for between 1,000 and 1,500 legates during a holiday week-end; the d, now that the agenda is getting so crowded, provide more time for its proper discussion; ll the fact that a Conference held at another e than Whitsun will stand a better chance National publicity, without the competition several other conferences being held at the ne time.

For the first time since 1939, Conference l be held out of London. The location has yet been fixed—it will depend on which of few towns able to house so big a gathering do so during the selected week. But it is tain to be an attractive centre in which—ecially in June—delegates will be able to mbine pleasure with their serious business. is, it is felt, will help to compensate them the sacrifice possibly of a week of their nual holiday to attend it.

ance to "Get Together" More

The change will have one further advantage; giving more time and opportunity for social tivities outside the formal proceedings, and meetings of particular groups of delegates, ch as education correspondents and branch blic relations officers, it will greatly enhance e value of Conference.

In the past, one of the greatest benefits of is annual gathering, often outshadowing the bates and the decisions reached, has been e opportunity it offered for members from anches all over the country to meet together form friendships, and to compare notes common problems. In recent years, and rticularly during the war when Conference s been a hurried and hectic assembly in ndon, this essential part of its function s been lost sight of. Now we shall be able restore it, and thereby to take the fullest vantage of the gathering in co-ordinating and mulating progress within the Association. It is fitting that the change should be made 1945, for that Conference is likely to be storic in the Association's annals. It will lebrate, we trust, a national victory in the tainment of which local government and e local government officer have played no all part. It will celebrate the fortieth niversary of the Association's formation. will have to deal with problems—of the reconstruction of local government and the fate of officers thereby affected; of the re-settlement of 40,000 officers demobilised from the Forces; of national scales of salary and service conditions; of recruitment, training, and qualifications; of the future of the local government service and of NALGO itself—greater than any the Association has yet faced. Upon the decisions there reached will largely depend whether and at what speed we are to progress in the critical years ahead.

It will be for branches and the National Executive Council now to prepare for those vital decisions by planning an agenda that will be progressive and constructive. They can do so in the knowledge that Conference will be held in circumstances favourable to the fullest consideration of their proposals.

We cannot, unfortunately, record this month the other decisions reached at the November meeting of the N.E.C. They will be fully reported next month.

Repairing London

THOUGH we discussed it at length a month ago, it is with no apology that we return to the problem of damage repair in London. It remains the biggest and most urgent task local government has ever faced, and the continuance of the bombardment, by rockets as well as by flying bombs, has not eased it.

Many of the measures we urged last month to speed up the repairs that winter shall not succeed where the human enemy failed have been adopted. The army of repair workers has been greatly increased, scores of hotels and other buildings have been taken over to house them, technical staffs have been augmented from the provinces, the supply of material has improved, and co-ordination is better. The work, on the whole, is going smoothly, quickly, and well. But the surveyors and others with whom we have discussed the position all agree that it could be made to go more smoothly, more speedily, and better—and in a situation such as this, only the best is adequate.

How? First, workers. All who know the facts vigorously refute the wholesale charges of slacking and bad workmanship made against them. Most are working hard and well.

Nevertheless, the speed and quality of the work could be improved. The 7-day week has failed. Even young and fit men cannot keep it up—and most of London's repair army are neither young nor fit. Either Sunday work should be abolished, or the men should be given regular leave, with pay. More should be done for their comfort. Most are strangers to London, doing dangerous and difficult work (it is no fun fixing slates on a sodden roof in a November gale). Could not the people of the areas they are helping organise entertainments and recreation for them, including special free shows at theatres and cinemas? Londoners owe them a great debt, and should make some attempt to repay it.

More Skilled Men Needed

In some areas, the proportion of skilled workers is still too low. Why direct youths out of the building industry to the mines, when there is more urgent work for them at home? Why not release skilled workers from the war factories which are closing down? Why not direct the workers from such factories to damage repair instead of leaving them to march in "unemployed" demonstrations to Whitehall?

Control and supervision of labour and administration are today generally adequate—thanks in part to the number of technical officers sent from local authorities outside London. The shortage of these, to which we referred last month seems to have been largely overcome. We should make it clear, incidentally, that the suggestion made then that such officers should be directed to London implied no slur on the men concerned. We know that local government officers were eager to help in every way; the difficulty was with the local authorities, some of which were unwilling to release them.

Next, materials. Here, timber presents the greatest problem—not so much because of shortage as because of the complicated procedure necessary to obtain even small quantities. The Ministry of Works still retains priority, and holds stocks, sometimes in the very areas where they are needed, which it refuses to release. Give the local authorities absolute priority, give them adequate central stocks on which they can draw, and allow them to obtain replenishments direct from the Timber Control instead of through district offices of Government departments, and the bottleneck will be opened.

With other materials, the primary need is to increase limited supplies. They are still

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being used for non-essential purposes. London's need is so urgent as to call for drastic measures. Were the Government, as we suggested last month, to prohibit the private sale of all such material and to requisition stocks from shops and warehouses throughout the country, this problem, too, might be overcome.

Third, control. Although it is now, admittedly, too late, even were it desirable, to establish that single control of all repair work so energetically demanded in the Commons debate on the subject, and although the present system of conferences between the three Ministries concerned and the local authorities is working well, there is room for better co-ordination. The fact that the Ministry of Works continues to act as an independent agency, with its own contractors, materials, and standards, is a cause of grievance. Moreover, this dual control enables contractors whose work does not satisfy the local authority to play off the Ministry against it. Were the local authority to be made the only repair agency, with the Ministry of Works, where necessary, supplying its own material and labour under the local authority's direction, the work would be accomplished with less friction.

Publicity Still Lacking

Finally, publicity. We said last month, and in this we were strongly supported by speakers in the Commons debate, that were the Government and the local authorities to take the public fully into their confidence, issuing frequent bulletins describing how much had been done and how much remained to be done, explaining difficulties and answering all valid criticisms and complaints, they would both encourage the workers and achieve a greater degree of public co-operation. That, unhappily, has not yet been done—and there is much criticism and complaint, based on inadequate knowledge of the facts, in consequence. It is not too late to remedy the defect. Some local authorities have shown remarkable enterprise and initiative—witness the window-glazing "flying-squad" equipped with electrically-driven putty-routers employed by one, the use by another of transitional huts-ments to rehouse families while their houses are being repaired—a most effective and time-saving device—the job and man-hour graphs and schedules kept by a third, and the special "complaints squad," employed by a fourth to go in at once wherever repairs have been left incomplete. It would hearten the public were they to be told of these achievements and would be helpful to the local authorities themselves were their difficulties to be fully explained.

Urban Dispersal

ARE there any permanent lessons to be learnt from war-time evacuations? Do they throw any light, for example, on the way in which we can bring about a better distribution of the population and spread it more evenly over the country? A study of the subject, so far as it affects administrative and clerical workers, made by the National Council of Social Service and published under the title *Dispersal*, produces interesting evidence. On the whole, the evacuees want to come back, or at any rate do not want to stay in their war-time environment. They miss the glamour, the sociability, and the social services of big towns; only a minority see the advantages of small-town life—keener community feeling, nearness to the countryside, freedom from daily travel.

The authors of *Dispersal* record these opinions, but conclude that, in spite of them, the need for a more even spread, particularly from London, ought to override the objections. Many of these, they point out, can be overcome: social and cultural services can be better organised; housing, educational, and other communal facilities in smaller towns can be brought up to the standards of the great cities; and the individual nostalgia of this generation of "evacuees" will be weaker or even non-existent in their children, bred and born outside the crowded centres. They make a strong case, but the opposition will be intense.

Administering Public Services

THE probable conversion of what has hitherto been private enterprise into public enterprise raises the problem of the type of administration suitable for the undertakings taken over. The subject was discussed at a recent conference at the London County Hall organised by the Institute of Public Administration and N A L G O. Two main sorts of agency were considered—the public corporation (like the B.B.C. or the L.P.T.B.) and the joint authority. G. W. PHILLIPS (N A L G O) claimed vigorously that such hybrid organisations would be unnecessary if local government areas were reformed to meet modern administrative circumstances; were that done, the civil service and the local government service between them could operate the public services, existing and future.

The joint authority came under fire from two batteries. A. E. ODELL explained N A L G O's antagonism to the transfer of hospitals to joint bodies and ARTHUR COLLINS claimed that the sense of responsibility of a joint authority was always weaker than that of an elected council; should it take a wrong decision, the members felt: "we did our best, but there were four authorities against us."

Several speakers defended public servants against charges of inelasticity. They will show enterprise if it is their job to do so, said one; usually it is their employers who want to play for safety.

Post-War Staffing

IN a leading article welcoming the Government's decision to examine the need for local government reform, *The Times* recently reminded us that John Stuart Mill, in his essay on Representative Government, had emphasised the fundamental importance of "trained and skilled administration." As the responsibilities of local government expand, the need for able staff grows with them. In the post-war world, whatever may happen about the areas and the structure of local authorities, it is essential that their staffs should be efficient: methods of recruitment and promotion are of social importance, quite outside their significance for the individual concerned. Today these problems, discussed at length on another page, stand referred to the national Whitley council, which may be able to find some guidance from what has already been said and done in the civil service.

A committee of the civil service national Whitley council has been formulating proposals for recruitment to the permanent civil service after the war and has now presented its recommendations to the government. Its task was complex: it had to consider both the maximum efficiency of the service and the interests of various elements, including the present temporary staff (some of whom will certainly wish to remain), the boys and girls leaving school and looking to the public service for a career, and—not least—the men and women in the Forces who, but for the war, would have sought employment in the civil service.

On the employment of ex-service men and women the committee has had before it the awful warning of what happened "last time," when, in response to a sentimental appeal to employers to take on ex-service men regardless of their fitness for the job, hundreds of square pegs were pushed into round holes, with consequent inefficiency and the discomfort both of the men concerned and of their colleagues. Although compensation must be given to those whom the war has prevented from entering the service earlier, suitability for the work m remain the overriding consideration.

The compromise reached for the c service and accepted by the Government is reserve a proportion of places for ex-serv candidates in special "reconstruction co petitions" to be held for admission to service. The proportion varies from grade grade but is substantial in all; there is additional reservation for ex-service wom In general, temporary civil servants are to required to take the appropriate examinati as a condition of admission to an establish post, but a proportion of vacancies are to allocated to them. To provide for the clai of potential entrants from school and univers normal competitions are to be resumed co currently with "reconstruction" competitio

Future of the Temporaries

WHATEVER may be done to minimise t hardships falling on the present te porary staff, there is little prospect of all bei absorbed. It would be wise to begin as ea as possible releasing those who wish to lea and to pass a little later to a policy of encou aging others to go if their permanent emplo ment seems improbable.

A special but important problem is that professional and technical officers. In t civil service, the Institution of Profession Civil Servants claims, their conditions of er ployment need a drastic overhaul. The calib of the officer should determine remuneratio within certain broad scales which should common to scientists, engineers, architect surveyors, etc. Recruitment should be on common basis for the whole of the servic Many local government officers would like impartial, external authority, comparable wi the Civil Service Commission, to select can dates for local government and so cut out th risk of favouritism which is so serious amo grades for whom the device of competiti examination is inappropriate.

Trade Unionism in America

STUDENTS of American labour orga isation are agreed that, despite phenomenal advances in many other spheres, remains far behind this country in recognitio of the value of trade unionism and collecti bargaining. Nevertheless, it comes as a sho to read this opinion of Justice William Murray, of the Supreme Court, Albany:

"To tolerate or recognize any combinatio of Civil Service employees of the Governme as a labour organization or union is not on incompatible with the spirit of democracy, b inconsistent with every principle upon which o Government is founded. Nothing is mo dangerous to public welfare than to admit th hired servants of the state can dictate to th Government the hours, the wages and condition under which they will carry on essential servic vital to the welfare, safety and security of th citizen. . . .

"Much as we all recognise the value and th necessity of collective bargaining in industri and social life, nonetheless, such bargaining impossible between the Government and i employees, by reason of the very nature of th Government itself. . . . Collective bargainin has no place in government service. The em ployer is the whole people. It is impossible fo administrative officials to bind the governme of the United States or the State of New Yo by any agreement made between them an representatives of any union . . ."

If we compare that with N A L G O position today, and with its wartime success against reactionary local authorities, we may fe that the position is not so gloomy after all

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It is the aim of "Local Government Service" to encourage the fullest freedom of opinion an expression within the Association. Unless th fact is expressly stated, therefore, views pu forward in the journal—whether in the editoria columns or in signed articles—should no necessarily be regarded as expressing the con sidered policy of the Association.

Resettling the Demobilised Officers—A Practical Policy

By E. M. HUTCHINSON, ex-President, Surrey County Branch

R five years I have been active in a branch whose main concern has been 60 members on war service. Close contact been kept with them and a volume of rmation accumulated, formally and inally, which, if not unique, is certainly ptional.

'hat I have to say, therefore, although esenting personal views and opinions, be of interest, because it is based on

A COMPREHENSIVE PLAN

"Our task," says Mr. Hutchinson, "is to formulate omprehensive policy which will meet the legitimate pectations" of men and women returning from the ces. Here is his suggested outline for such a licy :

Work within the framework of government proposals.

Use and strengthen the machinery of the Association through Whitleyism nationally, regionally, and locally.

Provide opportunity for education and training appropriate to need—evening, day, and residential.

Classify needs and co-ordinate agencies for serving them.

Provide for transfer between departments and authorities—resettlement is more than bare reinstatement.

Combat local autonomy when it is interpreted as freedom to do nothing.

Establish national salary scales—the only solution of economic problems.

Apply national and regional decisions through local joint committees.

Use branches as the agencies of contact and publicity.

tact with the sense and sentiment of the n and women whom it is our ambition to ve.

One might think that NALGO could ve to official bodies the task of circulating ormation about Government proposals of eneral character—e.g. demobilisation plans, nistry of Labour training courses, etc., but lies to the questionnaire sent to Surrey nch members, to which reference was made the August journal, suggest that this is not safe assumption. Some replies stated initely that the only source of information s LOCAL GOVERNMENT SERVICE and circulars warded by the branch. Branches with od contact organisation have thus made a eliminary and necessary contribution : those thout, have failed in an important parular and, even belatedly, should remedy eir default. How much more serious may the position in regard to decisions and oposals of the Association itself, the national hitley council, and professional organisations which scarcely a pale reflection is to be und in the national Press ?

ree Principles

The recent NALGO pamphlet, "Rebilitation : Further Education and Train-g," shows good sense at Headquarters, and nilar statements on other issues will be luable—for example, the Whitley council oposals as to disabled men. Effective use such material is a job for the branches—int that does not reach the eyes for which is intended is valueless.

Communication, however, is the end, not e beginning.

Our task is to formulate a *comprehensive* olicy which will meet legitimate expectations nd reduce the area of potentially conflicting terests. From already published material, uminated by comments of those most ffected, a sketch of such a policy can be ade, most valuable at this stage as a target r further suggestion and criticism.

With the shadow of an apology to Sir William Beveridge, I suggest that policy should be framed by reference to three principles—Coherence, Classification, and Continuity—and on the assumptions that educational progress and social security are more than election manifestos.

Coherence

The work of NALGO in relation to resettlement must be undertaken within the framework of Government policy, first as to demobilisation, and secondly as to national schemes for education and training, as well as rehabilitation of those suffering mentally or physically from the effects of war. Furthermore, it must be conceived within the general framework of the Association's own activities. Each of the special facilities created within the Association must be used appropriately, whether it be the education department, the convalescent home, or the services of a district officer on a special point of grading. Equally, there must be balanced use of the *powers* of the Association, at the national level through the N.E.C. and the national Whitley council ; regionally through the district committees and provincial councils ; and locally through branches and local joint committees. LOCAL GOVERNMENT SERVICE must be used to connect these links and as a forum in which "retained" and "returned" can thrash out the points of difference which, unresolved, might destroy recognition of unity of interests.

Classification

To borrow again from Sir William, there must be, in designing a comprehensive policy, classification of needs, remedies, and remedial agencies. No returning member must be able to say later that his prospects were damned by lack of opportunity appropriate to his need. NALGO's claim to be the only organisation representative of all grades of administrative, technical and clerical staffs of local authorities needs no justification, but the special knowledge of sectional organisations must be welcomed if their work is co-ordinated through the Association. It is pleasant to note this comment in a recent report of the metropolitan associates' section of the I.M.T.A. : "We are in sympathy with the general proposals of NALGO with regard to returning service men ; these proposals deserve the fullest support."

As regards needs, our Surrey survey led to a classification very similar to that suggested in the October journal. Serving members, it is suggested, fall into three main groups—

1. Junior staff called up before experience in the local government service and opportunities for study had reached more than a preliminary stage ;
2. A substantial group of general grade officers, whose principal concern is their immediate economic status and opportunity for internal promotion in and from the general grades ; and
3. Technically or professionally qualified officers whose status in the service was already substantially defined at the date of enlistment.

In addition, there are the problems of demobilisation of temporary officers (men and women) and the future status of women in the service.

The Junior That Was.—If "opportunity" is to be our key-word, the first group has a pre-emptive claim. Personal, psychological, and economic factors will be important, as in other classes, but will probably not be dominant, as they may well be amongst the older age groups. The problem is to expedite the "sorting-out" process which would normally have occurred by experience of working capacity and performance in qualifying examinations. Professional qualifications are a pre-requisite of a successful career, and returning members must be able to get ahead without being solely

WHAT NALGO IS DOING

Measures already taken or projected by the Association to provide educational facilities for demobilised officers include :

- Close contact with the Ministry of Labour in the application of its "Further Education and Training Scheme" to local government officers.
- Consultation with the professional societies about their special training schemes.
- Approach to universities and technical colleges to provide special courses for the Diploma in Public Administration and other suitable diplomas and certificates.
- Pressure on local authorities, through the National Whitley Council, to use their powers under the new Education Act to :
  (*a*) Provide facilities for training in local government administration ;
  (*b*) Give financial assistance to demobilised officers taking educational courses ; and
  (*c*) Grant leave on full pay to officers taking refresher courses or other day-time study.
- Preparation of pamphlets outlining the facilities available (already sent to branches) and detailing the correspondence courses for the various local government examinations (to be ready soon).
- Preparation of a panel of qualified officers willing to assist in training schemes.
- Institution of an advice service for demobilised officers.

dependent on correspondence courses in supposed leisure hours. Those who were "retained" in the service (usually on medical grounds in this group) may have a claim for similar consideration. The proposals recently adopted by the N.E.C. and summarised in the panel above, will, if fully carried out, go far to meet this problem. The following extract from a reply to the Surrey questionnaire sums up trenchantly a view held widely in the Forces :

"I take a poor view of my—or indeed any other soldier's—chances of study in the Army. I was therefore somewhat amused to read in L.G.S. recently a plaint from an office 'junior' that he was unable to spare time for study owing to long office hours. I could not help thinking that his chances of improving his knowledge were, even so, considerably better than they would be had he been called up. My experience in the Army is that if the time is available, the amenities necessary for study do not exist, while normally it is impossible to set aside any definite time for serious reading. That, despite all the difficulties, a large number of men at home and abroad are taking correspondence courses, causes me to feel that either we are a nation of heroes, or else there must be many softer jobs going than I ever heard of !"

Pre-war training facilities for entrants to the service were not good. Examination training hinged too much on correspondence courses ; direct tuition was either casual or expensive, depending much on accidents of location. Sectional student societies of bodies such as the I.M.T.A. did something, but not enough, to relate theory to practice, as did discussion groups in some larger offices. NALGO's affiliation to the W.E.A., from which much might have been hoped, has been singularly barren, whilst contact with the universities has been most tenuous. The new Education Act offers opportunities for co-ordination and expansion which the Association will no doubt seize.

The standards of qualifying examinations must not be lowered—in many cases they are already too low—but if standards are to be maintained or made still higher, "time off" for study is an essential corollary if returning staff are to qualify more rapidly than in the past. Nor is this spoon-feeding: it will be hard enough to settle to desks and books without making it a 12-hour day. Nevertheless, when to differences in aptitudes have been added different experiences and ways of life, there can be no uniformity of training methods. Pay Corps men may never have lost the feel of a pen nor habits of regularity. But what of paratroops, fighter pilots, men from the air-sea rescue and the little ships? These are the men (already accustomed to the technique) for whom short intensive courses, residential where necessary, will have special value.

The Middle Grades.—Whilst it is impossible to define this category precisely, few readers will be in doubt as to the type of officer in mind. It includes men who, although above the normal age for doing so, have not abandoned hope and intention of qualifying, as well as those who, for reasons both good and bad, have not sought qualifications or have abandoned the attempt. It includes also men who are the backbone of day-to-day work, and men who are misfits and square pegs—products of past failures in recruitment, probation, and training.

A resettlement policy which ignores these facts will only perpetuate difficulties. The changing shape of the service, the alternative experiences of the men themselves, should suggest new possibilities, of benefit both to the individuals and to the service. The replies of our Surrey officers suggest that the scope for cross-transfers between departments at this level is considerable, and if organised through Whitley machinery regionally, could be much extended. The development of education, social security, and health services will set currents in motion of which full advantage can be taken only on a regional basis.

Whatever the position as regards supplementation of service pay, we should expect all local authorities to reintroduce returning staff at the maximum grade position they would have reached but for the war. There can, in fact, be few grading schemes that do not require complete revision in consequence of special allowances, bonus awards, and the like. The permanent interests of the serving officer can best be met in this direction by a steady pursuit of the long-term aims of the Association.

This group merges at the "edges" into the first and third categories, and should share the educational provision which is more conveniently considered in those contexts.

The Qualified Man.—My feeling that this section presents the least difficulties has been confirmed by the attitude of the men themselves.

At the same time, N A L G O has work to do for them. They will particularly need short-period refresher courses and easily available summaries of change in method and procedure in their particular fields. There is here special scope for co-ordination of the activities of sectional bodies, whilst residential week-end courses as visualised in the Hertfordshire and Essex projects* could be valuable. These men have sometimes gained valuable technical experience which should be generalised.

They will have a special interest in the "thaw" which will result from retirements at the top. As demobilisation must be an extended process, whilst many officers above retiring age are anxiously awaiting release, there is risk of first but being unduly best served. Equally, local authorities which have deferred making new appointments will be anxious to get ahead. The recommendations of the national Whitley council on appointments and promotions in war-time will be wasted unless these circumstances are taken into consideration and continuance of a strong national lead assured in the resettlement period.

The position of the temporary and the seconded woman officer requires a special consideration which would extend this article unduly. It is hard to believe that the service will not find permanent use for real talent where it has been manifest.

Continuity

Action taken in regard to resettlement will not be at variance with our general policy where that has been properly conceived. Making good lost opportunities links naturally with policy already defined as regards articled pupilage and access to all types of professional posts.

The pressure for national scales of salary gain impetus from the economic problems of returning officers, whilst the safeguarding activities of the national Whitley council during the war merge naturally into statements of policy for national observance on rehabilitation of the disabled.

* *See W.E.A. Conference Report No.* 6.

The Education Act of 1944 offers a ba for a general expansion of the Association pioneer work, simultaneously with the n opportunities offered by Whitleyism, obtaining more active support from lo authorities and their associations. The ca for Whitleyism at the branch level is in p ticular greatly strengthened. The loc authorities have details in their files—the bran committees must supply the imagination illuminate facts and figures.

There need be no cleavage between tho who have fought and those who have n if there is mutual certainty that the policy the Association is governed only by hones of purpose. Each member will judge that the record of his own branch.

SOME DOCUMENTS

Reinstatement in Civilian Employment Act, 194 Education Act, 1944.

N.J.C. Memorandum— Reinstatement and R habilitation of Local Government Officers.

N A L G O—Rehabilitation, Further Educati and Training.

W.E.A. Conference Reports, 1944, Numbers and 6.

White Paper—"Social Insurance, Part I" (Cm 6550).

White Paper—"Reallocation of Manpow between the Armed Forces and Civilian Emplo ment" (Cmd. 6548).

We Must Make Room for the Graduate

By PETER GLYNN

COMMON SENSE is the hall-mark of the common people. This fact is being ignored by those planners who think the common people ought to have their lives planned for them, but are silent on who shall plan the planners.

Perhaps nowhere is this so obvious as in the attitude of some local government officers to the Hadow Report. Ask them if they have read it, and either they have not done so, or they have a vague recollection of glancing through it "some time ago." Yet it concerns them far more directly than do most such documents; it deals with the planning of *their* qualifications, *their* training, and *their* promotion, and its influence will be increasingly felt.

Local government was largely a nineteenth century creation, and too much of the nineteenth century outlook persists when any change in the method of recruiting its staffs is suggested. "What!" says Indignant Rate-collector to his fellow branch members. "Bring university graduates into the town hall! Am *I* to make room for a graduate, after working hard for what scanty promotion has come my way? Am *I* to have my bread-and-butter taken from me by some inexperienced academic youth?"

One would think, to hear the resentful protests made whenever this subject is mentioned, that the university employment boards were being pestered with graduates longing to get into the local government service. Yet all the evidence suggests that few ever think of local government as a field for a career. There seems not the remotest danger of the service being swamped by raw beginners just down from college.

What has the Hadow Report to say? It points out that the question of recruiting graduates must be faced. Already, many local government officers hold university degrees; graduates abound within the camp, more particularly, as the report notes, in medical and educational work. But few local authorities expect to take on men of degree standard for non-technical duties, and it is suggested that there are strong grounds for systematically recruiting for administrative posts men with a university training. There is no question of granting any privileges to the man who enters the service after taking his degree. All that is envisaged is that he shall have an equal chance of promotion with the man who came in straight from school.

Democracy demands education for all. Th miner or the road-sweeper must know th there is a chance for his son to go to Oxfo or Cambridge. A man endowed wi brains fitting him for higher studies shou not, by an accident of birth, be deprive of the chance of developing his talent Our new education system is to be base on this principle.

But when the son of the poverty-stricke labourer has passed through Oxford or Cam bridge, Edinburgh or London, is he to "com down" only to find that the local council whic sponsored his entry into the ranks of the highe educated has now closed its doors on him Is the road-foreman or the rating-clerk to fin that his son is too highly-educated to follow career in the employ of the authority whic employs his father?

If they are to be true to their own education precepts, local authorities must take universi graduates on to their staffs; especially th larger authorities, who should also strong encourage those already in the service to stud for degrees in their spare time.

Training the Housin Manager

HOUSING will undoubtedly be one of th biggest responsibilities of local auth rities after the war, and by 1960 we may fin more than a quarter of all houses in Britain local government ownership. A big staff w be needed to manage this huge property. Ho are they to be trained, not only in the technic side, but in those qualities of sympathy an understanding essential for a great soci service?

The Institute of Housing (Incorporated founded in 1931 by a group of municip housing managers and now having 700 mem bers, is providing the answer. It conducts i own professional examinations, is plannin post-war training for junior assistants, an through its annual conferences, and branc meetings, discussions, lectures, visits to housin estates, building material factories, exhibition and research stations, acts both as a focus an a disseminator of ideas and technical info mation.

In this way, the Institute is aiming to provid all the qualified staff—men and women—like to be needed by local authorities. For the it claims a statutory position and status com parable with that of other technical officers.

Recruitment, Training, Qualifications—The Right Approach

By J. H. WARREN, M.A., D.P.A., Town Clerk of Slough and Chairman, NALGO Public Relations and Reconstruction Committees

HE training and qualifications to be required of local government officers l soon become an urgent issue. The topic being discussed in circles which, though side local government, are intimately conned with its welfare and progress ; and erest of this kind will be stimulated as the gnitude of the tasks facing the service after war becomes more apparent. Those A L G O members who will soon be returnfrom the Forces will likewise find their nds turning to the subject, as they explore ir prospects of promotion. Our employers, abled at last to take a collective view of ir requirements through a fully fashioned achinery of Whitleyism, and after a period which they have unquestionably been giving tter service conditions, will feel that the ne has come to look at the other side of e picture, and examine what they are getting r their money. Finally, the service as a hole will recognise that any further general vance in pay and status will depend upon e standards its members attain.

None of these manifestations of interest, owever various their motives, will arouse y antagonism from our Association. Ined, what has been done so far to improve e calibre of the service is due almost entirely N A L G O's effort ; and much of this ort has had to be made against a far from ogressive conception by many local authoriies of the high standards required of a service ch as ours. Nor is there any division of inion between the local authorities and the ssociation as to the machinery through hich the question should be handled. When e Hadow Committee surveyed the subject, efully but on the whole fruitlessly, some ten ars ago, it recommended joint machinery an ad hoc character. It was the local uthorities, or important sections of them, hich declined to agree. The Association was repared to do so ; but felt, and said at the me, that the appropriate machinery was Whitleyism. We believe that the local authoriies now share this view ; and it is probable, herefore, that the National Whitley Council ill speedily take the whole question of recruitent, training, and qualifications, into serious onsideration.

Use of Whitley Machinery

We should realise, and meet in advance, he arguments which can be put forward gainst the use of Whitley machinery in ettling questions of this kind. It is said that either employers nor employees should be ft entirely free to settle the qualifications hich should apply to a service such as ours nd thus influence or determine the standard f service to the public. It is also said that he atmosphere of Whitleyism is essentially ne of bargaining, and that questions of ualification and training cannot fittingly be ft to the higgling of the market or to the lay of compromise and expediency which nters into industrial negotiation.

These are powerful objections, but it is ossible to meet them while still retaining the ubject-matter within the scope of Whitleyism —a course which has many advantages, as vell as being the most practical policy for speedy advance. Although the interests of mployers and employees may not be the only nes, they are the principal ones from a ractical standpoint ; and both parties will vant to retain in their own hands the machinery which deals with these matters. Their agreement is essential to any workable scheme ; and they will both take the view that standards of recruitment, training, and qualifications are indissolubly linked with standards of pay and service conditions. Since Whitley machinery will deal with pay and service conditions it follows that Whitley machinery must, in some way, be concerned with qualifications and training.

In such a situation, the practical policy seems clear. The Whitley machinery already established must be the mechanism for settling standards of recruitment, training and qualification ; but it must make special arrangements to deal with them. It must remove them, at any rate in the first instance, from the ordinary processes of bargaining. It must enlist the advice of outside agencies, such as the universities, the governing bodies of the professions, and the various occupational groups of the service, upon the standards to be adopted. As Whitleyism progressively determines the standards for the various sections of the service, or for the service as a whole, there is nothing to prevent the Government from imposing these as a matter of law, or as a condition of grant, just as to-day it prescribes the qualifications of a medical officer of health or a sanitary inspector.

Advantages of Present System

When the time comes, shall we know what approach to make to the subject ? That we shall seek to establish adequate standards, and erect a ladder of opportunity in the service, from bottom to top, I take for granted. But before we tackle the many formidable problems this will involve, there is a fundamental question to decide. Do we wish to retain, or to change, the long-established basis on which the local government service is at present organised ?

In our self-criticism, as in our search for a criterion, many of us still conceive of the civil service as our model. I, on the contrary, believe that we must at all costs preserve those principles of organisation in the local government service which distinguish it from the civil service ; that the organisation of the civil service has defects we avoid to-day and should be careful to avoid to-morrow ; that, despite the ugly features which have marred our service in the past, and which may not yet be completely eradicated, there are many good ones which we must preserve ; and that sound progress is dependent on preserving them.

Twenty or thirty years ago, a local government officer ambitious for the improvement of his own service would have been conscious of little but its inferiorities. Haphazard methods of recruitment, in combination with other circumstances, had left the door open to inefficiency and nepotism. Even if its grosser blemishes had been absent, the educational standards of the local government service were lower, in all ranks, than in the corresponding grades of the civil service. Thanks to N A L G O's efforts, there have been great changes since then, particularly in the last ten years before the war. No one will pretend that our service is now impeccable ; but it can be said (of normal pre-war conditions) that the old abuses have been largely eliminated, and that fairly satisfactory standards of entry to the clerical class have been established in most parts of the country. On the whole, I do not think that there is now much difference between the two services in the educational level of the basic grades, especially if one remembers that even in peacetime a high proportion of state employees were still of the "temporary class." The standard of education in the clerical classes may still, in practice, be a bit higher in the civil service than in the local government service, owing to the more orderly system of recruitment and to the competitive examination. In all other ranks, I think the position is swinging over. A high proportion of the chiefs and deputy chiefs of our local authorities can today show university education as well as professional qualifications. Men and women in the corresponding grade of the civil service—the administrative grade—possess the former but not the latter. Many of the young men entering the local government professions, who will be the chief officers of tomorrow, are also taking supplementary degrees or diplomas in public administration.

Apart from pre-entry training, there is much more post-entry training and study in the local government service than in the civil service, and this I believe to be true of all grades. I feel sure that more local government officers take university courses in public administration than do civil servants. It is, indeed, the general lack of occupational training, pre-entry or post-entry, in the higher ranks of the civil service which is causing it to fall behind our own. The crux of the situation is therefore this : that as we eradicate the incidental defects which have marred our service in the past, so does it become the more apparent that the essential principles on which it is qualified and trained are infinitely better than those of the civil service for the current requirements of public administration.

Finding the Administrator

The principal difference between the two services is in the character of the qualifications and training required for the controlling grades. In the local government service, departmental heads and their chief assistants are men of professional training and experience (and often of supplementary vocational training) who have acquired administrative experience and reputation in moving up the ladder of promotion. In the civil service, officers of the administrative class are recruited principally from the older universities on the basis of high academic achievement, and assume administrative responsibilities after serving as cadets and carrying out minor administrative duties without any vocational training. Professional and technical grades are employed in the civil service, but only as a subordinate class. So rigid has been the philosophy which led to the establishment of the administrative class that it has been almost impossible for those in the professional grades to pass over to administrative rank and become departmental chiefs or assistant chiefs.

This arrangement is based on the view that the essential factor for responsible administrative work is the broad, open-minded, but critical mentality induced by a liberal education on the usual academic lines. I believe a trained mind to be the best raw material of administrative ability, but is the purely academic way the only way of securing it ? The philosophy which informs the recruitment of the administrative class in the civil service assumes what, to-day, the champions of a liberal education—and I am one—would never claim, i.e. that education for a learned profession cannot be a liberal education, or that

a professional training cannot develop broad mental approach and resource, but only rule-of-thumb competence in a narrow sphere. Yet only a few years ago the Spens Committee on Secondary Education expressed the view that even technical education, orientated as it can be to-day, can be a liberal education in the fullest sense !

It is, of course, common ground that no amount of mental training will make an administrator if certain qualities of temperament and character, and a modicum of mother-wit, are missing ; and the true comparison between the two services in this respect lies in the extent to which they detect and develop these qualities. The fact remains that occupational knowledge is becoming more and more necessary in public administration. It is no longer safe to rely upon the light of nature, however fortified by high academic achievement in one of the older universities, as the test of administrative competence ; or to leave much to those processes of trial and error by which we must presume the administrative cadets of the civil service to acquire their experience—since their seniors cannot have time to look after them, and it has been admitted that the civil service lacks any system of training them internally.

The professional and occupational training of the local government administrator shows to advantage in the light of these considerations. Nearly all the professional qualifications of local government officers contribute in one direction or another to the fund of knowledge which is an essential background to administrative activity ; and in these days professional bodies are giving increasing weight and scope to sections of their syllabus which provide a background knowledge of the kind specifically required for the public service. Moreover, as I have said, many of the supplementary qualifications of local government officers are entirely related to public administration.

Value of Early Experience

There are two further advantages to the local government administrator, in the early professional training and experience which the service requires of him. He has started responsible work earlier ; and has thus become acclimatised to responsibility, initiative, and discretion, in his formative years. By the time an administrative officer in the civil service is emerging from the cadet grade, a professional officer in the local government service, or a professional man who subsequently enters it and progresses to administrative responsibilities, has already undertaken a large variety of responsible jobs ; and, not least important, become acquainted with men and affairs. Secondly, in local government we take the view that the head of a department must be more than nominally responsible for the department's work ; and we feel that if the head is to have such a real responsibility for professional and technical work he must know something about it. We insist that responsibility shall be real and visible, and think it an advantage that a man supervising professional men shall know their work and thus know how to organise it, and how to settle and adjust his staff establishment with understanding.

There is one further great difference between the two bodies. The civil servant is in the unified employment of the Crown. The local government officer serves a particular local authority. The civil servant may move from place to place ; but he moves under one employment, one code of test, and one promotion system, and with no direct outside tests of his ability. The local government officer, having acquired pre-requisite qualifications and experience in the field, enters into a competitive market, and normally

(Continued at foot of next column)

Rents, Rates, and Valuation—Two Plans of Reform

Reviewed by JOHN DOVER

SINCE local government officers depend upon the rating system both for their remuneration and for the effectiveness of the service in which they are employed, it is remarkable how little attention they give to it. The methods of valuation and, indeed, the whole basis of this form of taxation, have been violently criticised, and alternative methods of raising money for local administration have been suggested, but reform comes slowly. Two recent books might well form the ground for a further examination of the question.

Any discussion of rating inevitably brings up rent. Sir William Beveridge in his report drew attention to three characteristics of rent which differentiate it from other forms of expenditure :

(i) Rent varies markedly between one area and another ;

(ii) Rent varies markedly between different families of the same size in the same area ; and

(iii) Expenditure on rent cannot be reduced during unemployment or sickness, as can that on clothing, fuel, or light.

Mr. N. A. D. WILLSHIRE, clerk to the South Middlesex Assessment Committee, in his new book on *Rent, Rates and Housing* (Estates Gazette, Ltd., Ely Place, S.W.1, 11s. 6d.), emphasizes another characteristic : that rents vary widely even for the same type of accommodation. From this he argues for statutory control of rents in a comprehensive study which, though its discursive and fanciful style may weary some readers, gets down to some of the roots of the matter.

Mr. Willshire criticises forcibly the way in which rent control has been operated since it came into being in 1915. The main defect is the system of decontrol on change of occupier—a fortuitous and irrelevant circumstance which ought to have no bearing on rent. Housing, as the Ridley Committee said, is a public health function ; there must be a statutory minimum of accommodation in which people can live in reasonable health and comfort ; and rents must be within the means of those who need the houses. Sporadic decontrol defeats that end, for it permits a rise in rents regardless of the demand for and availability of houses. Mr. Willshire suggests that control should be both general and permanent, and that rents should be assessed by public tribunals, possibly assessment committees. Since rent is a factor in determining rates and the total of rent plus rates cannot exceed a sum which is within the occupier's ability to pay, there is a general public interest in securing reasonable rates and rents determined on uniform principles.

The second book, by Professor and Mrs. HICKS and C. E. V. LESER, *The Problem of Valuation for Rating* (Cambridge University Press, 7s. 6d.), while noting the rental anomalies at which Mr. Willshire tilts, keeps closer to rating. It strongly criticises existing valuation procedure on the ground that it has resulted in grave inequalities and in general under-assessment. Based on an examination of data placed before a departmental committee on valuation which sat in 1937-1938 (its report has not yet been published), it shows how undervaluation affects not only the relative contributions of individuals to the local exchequer, but also the contributions of district councils to counties and the allocation of central grants between one area and another. The effect of this is to render impossible a just calculation of the relative needs of local authorities on which might be founded measures for equalising rate burdens. In so far as it does this, the authors claim, it weakens the financial structure of local government, lessens its prospective stability in the coming era of expanding social services, and so ultimately blackens the prospects of independent local government.

The remedy proposed is as drastic as Mr. Willshire's. Valuation, the writers point out, is a judicial process and is highly technical and expensive. For these reasons it is not a proper subject for an elected authority, and especially for a poor authority. Let it be transferred to a central body. The Central Valuation Committee, created by the Rating and Valuation Act of 1925, has shown the possibilities. It has exercised independent judgment and its recommendations have been wisely conceived and, when adopted, have been beneficial. But the committee's powers are advisory only ; let a suitable authority be created, with mandatory powers to determine (within the law) the principles of valuation and their application throughout the country—with appeals, not to an elective committee, but only to the courts ; let the errors of the past be corrected ; let the assessments of all houses be based on the rent as in a free market ; and then ultimately the valuation and rating system will provide a true measure of local wealth or poverty and a basis for assessing the need for measures of equalisation.

Mr. Willshire and other St. Georges of local government may object to this removal of an old-fashioned local power ; but neither his proposed fixation of rents by authority (however desirable in itself), nor the valuation experience of the inter-war years gives confidence that the Hicks's scheme is unnecessary.

(Continued from preceding column.)

submits himself to the inspection, not of one, but of many, testing agencies. The nature of his job and the visibility of his responsibilities ensure that, though he may bluff for a time, he can never bluff for long. Sooner or later his council and his town find his measure, and he passes for what he is worth. His reputation becomes known in the local government world at large. I should be sorry to see this competitive mobility, and this variety of test, abandoned for a scheme of unifying the local government service. By all means let us approach basic uniformity in salaries, conditions of service, and recognised standards of training and qualification, through the agencies of Whitleyism, but let us preserve the officers' independent contract with his authority and the competitive mobility which subjects him to successive and varied tests and stimulates initiative.

There are two other features of local government service which tend to strengthen the local government officer's administrative capacity as compared with that of the civil servant ; his intimate collaboration, under the municipal system, with the public and their representatives ; and the "field" experience in which he sees public administration brought to its final test. Differences of this kind, however, spring from the different systems of parliamentary and municipal government, and I have chiefly been anxious to compare principles of recruitment and training which we are (comparatively speaking) free to follow as alternatives. I hope I have said enough to divert our members from the false ideals we should follow if we tried to model the local government service on the lines of the civil service. The time has come for the civil service to move in *our* direction, to move that is to say, towards occupational training. Is not this, in effect, what was gently said by the Committee on the Training of Civil Servants in its recent report ?

'rom my Bookshelf—for Yours

By EDWARD KAY

'vn in Tennessee

IE Tennessee Valley Authority has been in the news again lately, and a somewhat highly-'ured "Penguin" has just been published at it, written by its chairman. A more sober comprehensive book by Dr. Herman Finer—*T.V.A.: Lessons for International Applica-*—published by the International Labour ce at six shillings, is a fairly elaborate study gives the grounds for judging the accuracy he chairman's sub-title "Democracy on the rch" and of President Roosevelt's description T.V.A. as "a corporation clothed with the 'er of Government, but possessed of the ibility and initiative of a private enterprise." .V.A. is a corporate body created by statute. perates over the valleys of the Tennessee river its tributaries, an area equivalent to that of gland and Scotland, cutting across state and al authority boundaries. In the ten years of existence it has dammed the rivers, reduced ding, irrigated extensive areas, built up a large ro-electric supply, fostered agriculture and the duction of fertilisers, and provided "good ployer" labour conditions, welfare services, aries, health services, navigation facilities, and eries. It has become, in short, the economic y godmother of an impoverished area formerly ject to flooding in winter and dust-storms in mer; it has raised the physical and social l-being of hundreds of thousands of citizens. he powers of T.V.A. are defined by law, but, the catalogue above indicates, they are wide. d it contracts with States, municipalities, eges, co-operatives, and business concerns—secure the integration of its policies with theirs. laims to have linked itself with all the principal ns of organised activity in the area, to have ided paternalism, and to have secured co-eration, and, while subject to no legal or formal trol by the local inhabitants, to have found ans of enlisting their support in its principal lertakings. It is a multi-purpose authority, trolled by a small directorate of three persons, to pursue its own methods within a wide er of reference.

Dr. Finer describes the organisation of this ocratic but benevolent body, with its en-ntened policy of co-operation with staff and ons. To exclude patronage and political uence, an attempt was made to staff T.V.A. civil service methods of recruitment and ssification, but those who espoused the cause absolutism won the day and T.V.A. appoints own staff on its own terms. "The captain of team," it was said in Congress, "has to have olute command." Recruitment to adminis-tive, clerical, scientific, and professional grades by selection from applicants whose names are forward from educational establishments; re is an elaborate grading system, but "suit-e modifications" are made to meet special ds. In an expanding service promotion has n rapid and no formal procedure for selecting motees has yet been created. Dr. Finer con-des by remarking that T.V.A.'s experiences ve that public enterprise can attract and ain in its service men and women who will rk with devotion and initiative.

There is an interesting chapter on "employee tionship policy." T.V.A. recognises volun-y associations, collective bargaining, and co-eration between management and workers in tain managerial spheres. It provides vocational ning and adult education, as well as a variety welfare services for its employees.

There is much to be learnt from the book out large-scale enterprise and its labour tionships as well as the possibilities of joint ion, under the leadership of one forceful and ible institution, to raise economic standards a planned basis over a wide area. Whether compromise between public and private erprise which is enshrined in T.V.A. is the t means of achieving these ends is a possible ject of dispute; what cannot be gainsaid is t T.V.A. has much to its credit and that all o are interested in planning the economy of future would do well to study Dr. Finer's ount of this notable experiment.

erican Planning

MERICANS certainly know how to organise—whether for war or for peace. And they are pt, too, in the art of lucid and attractive ographical presentation of their material. *Action for Cities: A Guide for Community Planning* is an 80-page book, published at one dollar by the American Municipal Association, the American Society of Planning Officials, and the International City Managers' Association. It is written in the belief that "the necessity for a broadscale reconstruction of American cities to overcome decay and achieve a living and working

"Sometimes I wish we hadn't taken over the *whole* of local government from the men."

environment worthy of a victorious democracy has fired the imaginations and wills of officials and civic leaders throughout the country."

Telling the World

THE publicity work of the State is examined in a memorandum circulated by the Tory Reform Committee (Surrey House, Temple Place, London, W.C.2). The need for publicity as an instrument of national policy in war time is admitted. But in peace time, apparently, things are different. We shall still need an organisation to tell foreign countries about ourselves; even if it cannot always convince the foreigner that Britain is right, at least it can see that our point of view does not go by default. But internally, it seems, anything like the Ministry of Information or other machinery for explaining Government policy and the national interest to our fellow-nationals is unnecessary. The distinction is hard to understand. No one wants the spokesmen of a State department to be political or personal propagandists for their Minister and his party, but official publicity can be accurate, imaginative, and educative, and have no smack of private propaganda. A department, a municipality, or a business concern without a public relations apparatus deservedly gets forgotten, and its work, however beneficial to the community, is far less effective because its clients cannot fully understand what it is trying to do.

Drains and Water

ANYONE who feels complacent about hygienic standards in this country had better read the "*Water and Sewerage Survey*" of the National Federation of Women's Institutes (published from Abinger Hall, Near Dorking, Surrey, 3d.). It is based on inquiries made in rural parts by members of the Women's Institutes and it claims to give a general picture of village water and sewerage facilities. A horrifying picture it is. It tells of places where sanitation has not improved since Tudor days; where urban evacuees rush back to town rather than live in rural conditions; of a Gloucester village where the school sanitary unit is a "vault" which has not been drained for 40 years; of Council houses which drain into an open dyke in the middle of the village; of farms at Keevil in Wiltshire where water for all purposes is drawn from a brook which receives the drainage of five farms and is shared with the cattle.

Universities and Public Service

THE British Association for the Advancement of Science offers its views to the world with authority and dignity. In a report on university training, which it has just issued at 2s. 6d. (British Association, Burlington House, London, W.1), it has much to say which is significant for the public official. Since the report relates to university training, it deals mostly with the senior officers, and it emphasises the importance of natural and social science as an element in their initiatory education. Once in the service, too, courses like those for diplomas in public administration are valuable, says the report, but an honours degree in cognate subjects is even better. The writers favour the idea of sabbatical leave and suggest that it should be spent largely in the study of social subjects. The subordinate ranks should also be catered for by university teaching; they should have access to courses in social science, followed by examinations, the results of which should be taken into consideration when individual officers are up for promotion.

A Model Town Plan

MR. LAWRENCE DALE'S handsomely produced *Towards a Plan for Oxford City* (Faber 6s.) contains, in an amusing and provocative form, proposals for replanning one of England's loveliest cities with a minimum of destruction and a maximum increase in convenience and amenity. It should be read by all who care for the protection of urban beauty, for it is eminently practical in seeking to harmonise the academic and the industrial functions of modern Oxford. It is not necessary to know Oxford to appreciate Mr. Dale's arguments; his principles are of general application.

What is Government?

IF I were asked by a newcomer to the public service what he should read to learn what it is all about, I should not start with text books. I should recommend a dose of political theory. Yes, theory, that means the principles on which we act, or are suppose to act, in political life. I could hardly do better than put him on to Professor John Laird's *The Device of Government* (Cambridge University Press. 6s.). Witty, easy to read, informative, and, above all, as the comedian says, it makes you think—about the fundamentals of politics.

A New Year Book

Health and Social Welfare is a new year book expensively produced at 21s. (Todd Publishing Company). Most of the reference material is to be found also in other works, but there are a number of original articles summarising well-known view points about public health and allied topics, epitomes of Beveridge and other reports, a long directory and who's who, and policy statements by Government departments and others.

Youth Clubs

ORGANISED provision for the social needs of young people will certainly be made on a wide scale after the war; in that, provision of youth clubs will play a considerable part. There has just been added to the literature on the subject a practical handbook by two experienced club leaders—*Reckoning with Youth*, by Anne Armson and Stanley Turnbull (Allen & Unwin, 6s.). A plain, handy volume, not strikingly original but comprehensive and with a good bibliography.

Pensions

A DIGEST of the Pensions (Increase) Act, 1944, has been published at 1s. by the County Accountants' Society (County Hall, Chichester). It covers also the regulations made under the Act and is intended for the use of administrative and financial officers.

NALGO Authors

TWO little books by NALGO members have come my way. "*The Diary of a Dog*," by C. E. SIMON (John Crowther, 2s. 6d.), tells the story of a terrier's life from the animal's own point of view; the dominant note is "I wonder why people talk of a dog's life as if it were something to avoid. . . . I think it's a lovely life." In "*Poems for Junior*," EDWARD GAZLEY has published, through Arthur H. Stockwell, Ilfracombe, a sixpenny collection of simple poems for and about small children; they cover a wide range, from shopping with mummy to saluting the Red Army.

At Random by Hyperion

CULTIVATE A GRASSHOPPER MIND—by reading AT RANDOM!

Plus ça Change

We wish to thank all Englishmen who have come here with wheat and honey, flour and home-spun. . . . But the German men who come here in big numbers in big ships take away our butter and our dried fish, and because of these outgoings there arises great destruction for our country. In return they bring wine which has caused many of our people to lose their lives or their limbs, or to suffer shame or be wounded or beaten. I can only be ungrateful to Germans for their conduct; and if they wish to keep their lives or their goods they must leave at once.—*King Sverre, at Bergen, 1186 (quoted in "The Times").*

Odours

Acetylene gas
Was discovered by some ass
Who is said
To have had a cold in the head.

The war I think
Is the biggest stink.
And the peace you can tell
Won't be exactly Chanel.

In provincial concert halls
The smell of moth balls
Emerging from boiled shirting
Is disconcerting.

—From a "New Statesman" competition.

MEN AT WORK

[We have received three equally slanderous and (though they aver not) entirely apocryphal retorts from women readers to last month's account of "Women at Work." The following is a composite of the three.]

GIRL TELEPHONIST—Is that the chief's office? Will you tell him Councillor X would like to speak to him, please?

GIRL SECRETARY—Sorry, but he's away at a conference. But he's expected back tomorrow.

G. T.—Never mind, I'll try the deputy. Hullo?

G. S. 2—The deputy? Went across to the Blue Anchor half an hour ago with the traveller from Cheatem's.

G. T.—Oh, well, Councillor X is on the 'phone, so can you find Mr. A., please?

G. S. 2—Not at the moment, he's just slipped over to the borough engineer's to get his electric razor mended. He won't be long.

G. T.—But it's urgent. Get me Mr. B. then, please.

G. S. 2—All right. (Pause.) No, I'm sorry, he's gone across the road for some cigarettes.

G. T.—Is Mr. C. there?

G. S. 2—Oh, he won't be in again today. He went off early to a football match.

G. T.—Can I speak to Mr. D., please?

G. S. 3—He's out, I'm afraid. I think he's in the cycle shed repairing a puncture.

G. T.—Put Mr. E. on then.

G. S. 3—Mr. E? Oh, he's duplicating the fireguard rota. But Miss G. is here.

G. T.—No, no, it doesn't matter now. The councillor couldn't wait. Sorry you've been troubled.

Next morning, Councillor X. called at the office. He found the male staff all present, preparing an application for an increase in salaries owing to pressure of work.

Ignorance is Bliss

An elderly woman entered a London police station and deposited on the counter a small anti-personnel bomb. The sergeant in charge and his clerks hurriedly jumped for safety.

"There's no need to be frightened," said the woman. "I poked it well with my umbrella before I picked it up."

Epitaph on a Civil Servant

His youthful precocity
Turned to verbosity
And ended in utter nebulosity.

Expectancy

A rehousing officer was interviewing an old gentleman who lived alone with his housekeeper in a very big house.

"I shall have to billet 25 evacuees on you," he said. "There is plenty of room here."

"But I can't possibly look after 25 evacuees," said the old man. "I have only a housekeeper."

"Well," said the rehousing officer in conciliatory tones, "I might, as an alternative, offer you twelve expectant mothers."

The old gentleman pondered for a minute. "Well," he replied doubtfully, "so long as they don't expect too much. . . ."—*Told by the Minister of Health at a recent luncheon.*

Which reminds me of a story of Sir Thomas Beecham when, during a rehearsal, he was interrupted by a messenger with a note. Putting down his baton, he said to the orchestra:

"I am sorry, gentlemen, but I have just been informed that the Official Receiver wishes to see me, *and for what he is about to receive, may the Lord make him duly thankful!*"

Experientia Docet

In a cinema a notice was flashed on the screen: "Book of coupons found in the stalls. Would the owner kindly form a queue round the building tomorrow night."—*Max Miller.*

Woman's Time

HUSBAND: "Aren't you ready yet?"

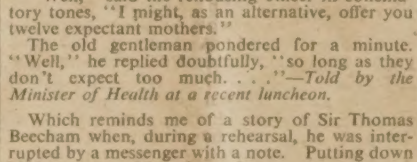
WIFE: "That's the tenth time you've asked me that in the last half-hour. I keep telling you I'll be ready in a minute."

Brevities

The real test in golf and in life is not in keeping out of the rough, but in getting out after we're in.
—*Rev. John H. Moore.*

The trouble with women is that they'd rather mend your ways than your socks.
—*Montreal Star.*

Beauty surgeons can alter the shape of a nose



in a few hours. Another method is to go for a brisk walk in the black-out.—*The Humorist.*

Kit Inspection (16th Century)

"A lesson to teach a Gentleman's servant, to say at every time, when he taketh his Horse, for his Remembrance, that he shall not forget his gere in his Inne behind him:

"Purse, dagger, cloke, nyght-cap, kerchef, strong horn and shoes, spere, mall, hood, halter, sadel, cloth, spares, hatte, with the horsecombe.

"Bowe, arrowes, sworde, buckler, horne, gloves, stringe and thy bracer.

"Penne, paper, ink, parchement, reedwave, bokes though remember.

"Penknyfe, combe, thymble, needle, thread, poynte, lest that thy gurthe breake.

"Bodkin, knyfe, give thy horse meat so he should be well.

"Make merry, synge, and thou can take heed to thy gyre lest thou lose none."
—*From Sir Richard Fitz-Herbert's Book, dated 1534, quoted in "The Countryman."*

Live Dangerously—and Long

It took ten years off my life.
Five times I've said that
During the last eight months.

That makes fifty years.
I am now fifty-three.

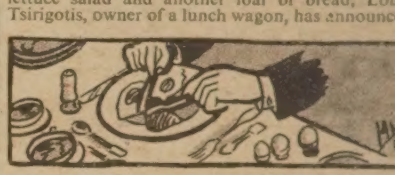
So even if
I died to-morrow
I should have been a hundred-and-three
Under normal conditions.

I am very proud of this.

—A. W. Bi

In the Good Old Days

After a practice session last week, during whi he devoured two cheese sandwiches, six po chops, one large loaf of Italian bread, a dish lettuce salad and another loaf of bread, Lou Tsirigotis, owner of a lunch wagon, has announc



that he will go after the world's eating reco some time this week. His tentative menu i cludes twelve pounds of fish, four loaves of brea five cups of coffee and two dozen eggs. Poli officers will referee the contest.
—*From a pre-war American pape*

"Hyperion" Gives Us Idea Christmas Gift

READERS of LOCAL GOVERNMENT SERVI have long been familiar with "Hyperion's acute nose for an epigram, a wisecrack, a cynic or debunking aphorism, or for the unconscio humour to be found even in Acts of Parliamer Statutory Rules and Orders, and a town ha post-bag. They will, therefore, need no persua ing to get his latest book. "Nectar in a Nutshell accurately described as "An Anthology of W and Wisdom, distilled by C. Kent Wright (George Allen and Unwin, 2s. 6d.) is the perfe Christmas gift, equally welcome as a stimula in the morning, an aperitif at the lunch table, a soporific at night, while to the speaker in searc of an apt and witty quotation it will prove a Aladdin's cave packed with rare gems.

The field, both of subject and of source, wide. Children, democracy, education, laws an lawyers, love, politics and government, snubbin women, are only a few of the wide range headings, to each of which great minds, rangi from Shakespeare and Plato to Groucho Mar and Nathaniel Gubbins have contributed th essence of their wit and wisdom. To attempt select from so rich a mine is as tantalising as woul be the fate of a woman let loose with a chequ book in a pre-war Paris hat shop: we can do more than print a few random samples:

"*I am weary of the Stock Exchange . . . always bull when I should bear and when I shou bear I am barren*"—*Russell Green.*

"*The difference between rates and taxes is thi rates are paid in sorrow, taxes in anger*"—*Anon.*

"*All my life I have loved a womanly woma and admired a manly man, but I never could stan a boily boy*"—*Lord Rosebery.*

"*Being a woman is a terribly difficult task, sin it consists principally in dealing with men*"
—*Joseph Conrad.*

"*She was one of those women who have gend but no sex*"—*J. F. Scoggin.*

Public Assistance Staffs Seek "Social Security" and a Square Deal

MATTER which is causing great concern to staffs of public assistance departments is the proposed legislation to establish a ministry of Social Security, under which public assistance in its present form will disappear. ... will regret the passing of the old Poor ..., but those officers who have given many ...rs' service to the care of the aged and ...itute will find little consolation in the ...nt speech of Sir William Jowitt in the ...use of Commons. Sir William said that ...pathetic consideration would be given to ...se whose services would be dispensed with ...the introduction of the new legislation, and ...endeavour would be made to reinstate ...m under the new Ministry or to compensate ...m for loss of office. No guarantee was ...en in this respect to the local government ...cers concerned.

...ublic assistance staffs have had a very raw ...l during the last few years; our duties ...e been gradually taken away from us with- ... transfer of the staff displaced to other ...artments. To give one instance, when the ...plementary pensions came into force we ...e given to understand that the public ...istance staffs all over the country would be ...en seven out of every ten appointments, ... the civil service associations took the ...tter up so strongly that the position was ...ersed, and we secured only three out of ...ry ten appointments.

...What is going to be the position this time? ...om inquiries, I find that N A L G O is ...eping an eye on things; but, the one or ...o M.P.s who will probably be watching ... A L G O's interests will not get very far, ...cause the insurance companies will have ...eral M.P.s looking after their affairs, apart ...m pressure that will be put on the Govern...nt from "other quarters."

... believe that N A L G O will endeavour to ... us a square deal but, frankly, I am pessi...stic, and unless all affected make it their ...ty to press the matter by meeting in their ...n districts and deciding on uniform action, ...o by contacting their local M.P.s and asking ... an assurance that our present duties will ... safeguarded, then we shall find that the ...or has been closed and that the civil servants ... comfortably drawn up before the fire.

...Wigan branch. V. L. CULSHAW.

...per cent Out of a Job!

...R. W. O. DODD, in his article in the ... November journal, claims that "the ...overnment's social insurance policy em...odies NALGO's aims." That is true. ...oadly speaking, as local government officers ...d as citizens, we do welcome the policy. ...t to many of us, what is left out of the White ...per is as important as what is in, and the ...mission of any hint regarding the employ...ent of public assistance staffs in the social ...curity service is causing grave perturbation.

The White Paper makes the specific declara...on (page 11, par. 31) that "the present ...sponsibilities of public assistance committees ...r the payment of assistance in cash will be ...ansferred entirely to the Assistance Board." ... implies elsewhere that public assistance ...ult institutions will pass to the public ...alth services and children's homes to the ...ducation committee. These activities cover ...e whole field of public assistance and the ...oposals therefore amount to the abolition ... public assistance services.

There are no reliable statistics for the whole ...untry, but in one of the most important ...unties in South Wales the number of ...tablished public assistance posts, adminis...ative and non-institutional, is 190. The ...mber to be retained to carry on the duties devolving on the public health and education committees may be generously estimated at eight. There is no reason to believe that the officers of other authorities will be differently affected, and it may therefore be concluded that some 95 per cent of public assistance staffs will be out of a job.

Mr. Dodd stated: "Indeed, we are a small minority. It has been stated in the Press that there are 81,000 insurance agents alone."

READERS' FORUM

Despite vigorous pruning of those published, many letters have had to be held over this month, and correspondents are again asked to be brief. Letters for the January journal must reach the editor, 24, Abingdon Street, London, S.W.1, by December 13.

The editorial in the November journal takes the same pessimistic and defeatist line, saying: "There will be no shortage of staff. It is estimated that 6,000 central government officials freed from their duties in other departments will be available for headquarters; 12,000 officers of the Assistance Board, and 3,000 transferred from public assistance authorities."

The specialist in local government (and the importance of local administration is stressed) is thus to have one chance in seven of competing with those transferred from other government departments, and about one chance in 27 in competition with door-to-door collectors of insurance!

Who are these people to be freed from other departments? Not, I trust, some of those war-time temporary staffs engaged in the swollen Ministries of Production, Food, Shipping, Fuel and Power, the offices of Regional Commissioners or even the department of rodent control! Would it not appear sensible to man headquarters with officers of the Assistance Board who have had experience of the work, and so make room locally for public assistance staffs? This would immediately treble the jobs available, even on the figures quoted.

Further, would it not appear just to put the claims of the public assistance officer before those of the insurance agent? Sir William Beveridge did not see in his plan the end of private insurance and the displacement of these men.

The political correspondent of the "Sunday Express" told his readers on November 12 that civil servants were already being approached with a view to appointment to posts in the new Ministry. We have yet to learn that similar opportunity has been given to our colleagues in the public assistance service.

NALGO must see that justice is done; that jobs are made available for members of the public assistance staffs, or that adequate compensation is paid to those not taken over, and should demand as of right, in the special and peculiar circumstances:

(*a*) An assurance that permanent officers of the public assistance services will be given equal security of and opportunity for engagement with permanent officers of the Assistance Board and civil service, who are at present performing analogous duties, until such time as public assistance staffs are absorbed 100 per cent; with full preservation of status and seniority rights.

(*b*) That this safeguard shall apply equally to permanent members of public assistance staffs now serving with H.M. Forces or on national service.

(*c*) That, having regard to the wide variation in salary scales amongst public assistance authorities, the test of eligibility for posts in the higher salary brackets of the new service shall be the nature of the duties performed.

Specific representations should also be made to the local authorities' associations on their moral obligation to promote and secure for their outgoing staff equality of opportunity in the new service.

If we are indeed a small minority, we can at least be a vocal minority and place a proper value upon our services to the community in the past, the present, and the future. Not until the public assistance officer gets a square deal in the new scheme of things and is assured of social security for himself, can we be satisfied that the Government's social insurance policy embodies *all* NALGO's aims.

W. G. DAVID.
Public Relations Correspondent,
S. Wales district.

NALGO is very much alive to this question. On November 3, after a joint meeting with representatives of the Association of Chief Officers of Social Welfare, the County Public Assistance Officers' Society, the National Association of Social Welfare Officers, the Local Government Clerks' Association, and the National Association of Administrators of Local Government Establishments, it sent an urgent letter to Sir William Jowitt, the new Minister of National Insurance, pressing that: Every officer of a local authority employed solely or mainly in the administration of out-relief and kindred services should be given an opportunity of transferring to the new Ministry of National Insurance; and that In view of their special qualifications, experience, and wealth of knowledge, the services of these officers should be utilised to the utmost in the administration of the scheme, including the work of the Assistance Board.

The Association is closely following up this move.

When supplementary pensions came into force, the Assistance Board, after strenuous representations by N A L G O, agreed to reserve 70 per cent of the declared vacancies for competition among local authority staffs, on the understanding that if sufficient numbers of well-qualified candidates were not forthcoming from this source the deficiency would be met from well qualified members of the Board's own staff. There is no evidence that any well-qualified local government officer who wanted to transfer was not in fact taken over.

BUREAUCRATIC CONTROL
Is NALGO Inconsistent?

THERE is no doubt that N A L G O supports the transfer of public assistance from democratic to bureaucratic control—witness the vote at the 1943 Conference. How then can the Association support the view, expressed in a resolution of the N.E.C. on August 19, that the control of all hospital services by joint boards would be a retrograde step in that "it would weaken the direct democratic control of municipal hospitals by local authorities, tending to supplant it with bureaucratic control" and "would divorce hospital administration from the administration of the other local authority health services, leading to disintegration instead of unity"? The second premise applies equally to the cases with which the Assistance Board will deal in future, in that numerous persons or their dependants will be concurrently receiving assistance from the authorities concerned with domiciliary medical relief, hospital treatment, and the maternity and child welfare services. BUREAUCRAT.

THE RETURNING WARRIOR
What Will He Find?

YOUR October article on the prospects for NALGO members returning on demobilisation, and the subsequent letters from "Watch

Dog," Neil McLean, and "Worried L/Bdr.," have interested me very much as a "last war" returned soldier, and the father of a member who, I hope, will soon return to the local government service.

Will he get the kind of lukewarm reception I got? Will he find his one-time juniors, who for one reason and another have escaped war service, in possession of the responsible jobs (and the money attaching thereto)?

Will he find that permanent appointments to the higher grades have been made, or temporaries kept on who will block his promotion beyond the lowest grade? Will he be told, as I and all the returned soldiers under my authority were told, that we could recommence at our old salary, plus 2s. a week for each year we had been away?

Will allowance be made for the departmental routine he has forgotten, or the technical skill which absence has lost? What about the examinations he might have taken, or the professional status he might have acquired? NALGO knows the problems. Does NALGO know the answers?

I cannot conceive that these matters have not exercised the minds of the National Executive Council. Let our members in the Forces know what our hopes and aspirations are.

"SIGNAL."

Yes, NALGO knows the answers. Many of its leaders served in the last war and are determined that their, often unfortunate, experiences shall not be repeated this time. We are hoping, through the National Whitley Council, to set up rehabilitation and reinstatement machinery. We want each local authority to set up a special committee, which, as each soldier returns, will ask itself questions like these:

What salary and position would this officer have attained by now had there been no war?

Has his absence militated against his promotion? Will his future prospects be prejudiced by (1) the retention of temporaries or (2) the promotion in his absence of "reserved" colleagues?

Should his salary or grading be reviewed in any case, in view of the lapse of time and the higher wage standards now general?

If the officer is dissatisfied with the committee's decision, it is hoped to provide for some form of appeal. We intend also to explore with the National Whitley Council the possibilities of "refresher" courses; facilities for completion of interrupted training; and financial and other assistance to enable junior officers to obtain professional and technical qualifications—all, we hope, with the necessary leave of absence with pay.

Local authorities will be encouraged to "dovetail" their schemes with the coincident Government schemes.

Realistic Approach Needed

YOU are to be congratulated on your courage in calling attention to the thorny problems facing the service in the matter of returning "warriors." I would not presume to offer any solution of the problems, but I do feel that letters such as that from "Watch-Dog" in the November journal can only irritate both those who are serving, and those who, for one reason or another, have not been able to serve, in the sense of leaving their peacetime jobs and joining the Forces.

We shall never solve this problem if we allow ourselves to take violent viewpoints. Admittedly, there are many who have had, and are having, a "soft" time, both in and out of the Forces. Cannot we forget them, and try to solve the troubles of those officers, ordinary, decent men and women, who have been torn from their usual environment to fight a long and difficult war that was not of their making? We must remember, too, the large number of permanent officers who have been *prevented* from joining the Forces, and have been doing their best, under adverse conditions, for five years.

So long as we are attempting to reach a solution by thinking "How shall *I* get on if we do this, or that?" we shall get nowhere; for this is a matter in which each individual problem is different.

I suggest that the whole question should be viewed from the following "base-line": this war started in 1939; it is now 1944, and may be 1945 or 1946 before everyone is home; men who joined up when they were 19 or 20 are now 24 and 25, and probably much older in experience of the world. It is unreasonable and impossible to expect these people to come back to their positions as juniors, yet they will be out of touch with affairs at home and may, for a time, require to spend many hours re-fitting themselves for their jobs.

At the same time, many equally junior members have been pitchforked into responsible positions which, but for the exceptional circumstances, they would not have reached for many years. They have absorbed experience more quickly than in ordinary times, they just could not help it. Some have utilised their spare time, in spite of bombs, etc., to study and obtain professional qualifications. According to your correspondent this is monstrous! But is it? Are these men entitled to no credit for sticking to their jobs in spite of blitzes, bombs, and the other distractions of modern civilisation? Does your correspondent seriously suggest that the way to solve this problem is to forget, in every case, the-war years, and start off "as we were"? If he does, then I feel he is crying for the moon. It is a platitude, but you cannot put the clock back.

Your correspondent refers to the bitterness we may be laying up for ourselves if we do not face this problem. I suggest that it will be as nothing to the bitterness which will surely follow any foolhardy attempt to persuade the serving members that NALGO can, and will, get them back their "old jobs." When a serving member talks about the old job he thinks of sitting in the same chair, and doing the same work *exactly* as he did when he went away.

Would it not be more sensible to recognise the immense changes in local government, conditions of service, etc., and for all of us to make up our minds to work out some realistic method of re-absorbing "warriors," and providing them with everything they may need to help them to pick up the threads as quickly as possible. I believe NALGO can do a great deal to make the changeover from war to peace a "painless" operation; let us all help, not hinder.

We cannot give back to our "warriors" the "years which the locust hath eaten." I wish most sincerely we could, so we must all help to make such compensation as is possible available to them.

Portsmouth. FRANK LINES.

A Local Government College?

I agree with the correspondent who in a recent issue proposed the setting up of a school at which returning officers might refresh their knowledge and thus become *au fait* with the changes brought about by war-time legislation. But I suggest, as an alternative, the establishment of a *permanent* "Local Government Officers' College" providing a comprehensive and practical course of training in all branches of local government work and open to candidates of both sexes. If an entrance and subsequent examinations were used to "weed-out" unsuitable persons, and if each student were after the final examination to be allotted to the department for which he showed particular aptitude, then the college would provide a body of trained and qualified men and women ready to take their places in the ranks of local government.

I am sure that such a college, staffed with the finest tutors obtainable, and providing practical rather than academic instruction, would help thousands of younger officers like myself to overcome the loss of five or more vital years of study, and would give us an equal chance in competition with those who, for various reasons, have not served in the Forces—which is all we ask.

J. WAKEFIELD (Cpl., R.A.F.).

Holmbridge, Yorks.

"Ignore Service Rank"

THE plea of "Worried L/Bdr.," in the November journal, that local authorities should disregard a man's career in the Forces when making post-war appointments, must reflect the fears of many officers now on war service.

Failure to obtain promotion does not necessarily indicate a man's inability to hold a position of responsibility. I am now in my sixth year of army service and in that time have seen numbers of potential N.C.O.s overlooked, and also met incompetents who, by reason of luck have reached senior N.C.O. rank.

A certain bar to promotion is low medical category. The categoried man always descends to a static or semi-static unit, and on arrival finds that the N.C.O. appointments are filled already by men who held N.C.O. rank at the time their category was lowered. If any of these happens to be posted, he is almost invariably replaced from outside the unit. On three occasions I have been recommended for specialist employments and found acceptable in every way, but have been rejected solely on the grounds of my medical category. In passing, I might say that I served with the B.E.F. in 1939-40 before my category was lowered, and fully expect to serve overseas again before the end of the war, but doubtless I shall remain a humble private to the end. I believe that there are numbers of local government officers who plod the same sad trail.

I have successfully used my off-duty time to pass the London University Diploma in Public Administration, but I fear that this qualification will not balance my lack of promotion in the eyes of any appointments sub-committees to whom I may submit myself after the war.

I think that NALGO would be doing good work for serving members, and for local government in general, if it supported proposals that service rank should be ignored in the filling of post-war vacancies. Service rank alone gives no indication of the value of service to the war effort or actual experience or suffering in the war. There is a great difference between the infantry private who fought his way from Alamein to North Italy and the Pay Corps officer employed on safe administrative duties.

"DOUBTFUL."

A Chilly Reception

I HAVE been away from local government for more than five years, and am over 35 years of age. I am shortly to go overseas for the first time. Compared to other service men, I have been fortunate in not going before, but in the Forces you go where you are sent.

When visiting the office recently, I saw the man doing my work (he was about 22 when I volunteered and was rejected as unfit), and said something about when I get back to the job. He at once retorted: "You needn't worry, old boy, you won't get this job back!"

While I appreciate that this was only a personal opinion, it does show that some civilian members are disinterested in their serving brothers and are well satisfied that they are all right. Needless to say, he has had increases in his salary which, with the bonus, now exceeds mine.

"20 YEARS MEMBER.

PENSIONER'S PLIGHT

"Tax on Thrift"

IN the October journal you drew attention to the inequality of bonus awards between manual workers, London Transport employees and local government officers, and indicated that it was hoped to raise this question at an early meeting of the National Whitley Council. I would like to draw your attention to the unjust treatment meted out to the pensioner under the Pensions (Increase) Act, 1944, which applies only to single persons receiving a pension of less than £225 and married persons getting less than £300 and which subjects them to the most iniquitous means test that I have ever come across.

The pensioner must disclose his total income including his wife's income, and is asked such questions as:

Are you the owner-occupier? If so, what income do you get from any lettings?

Do you live with your wife? If not, is a divorce pending? If you have been living apart for a year, you will be classed as a single person.

What investments have you got? Where are they invested and what is the income, etc., etc.

What a difference there is between this tax on thrift, and a bonus granted on salary, not on total income!

The pensioner who has spent his life in the public service has, for the past five years, had to face increased taxation and an increase of about 50 per cent in the cost of living. Now to get a few pounds extra he must disclose the most private matters of his life. Why not a bonus on pension? Where is the justice of "total" income. The Act expires on December 31, 1945. Is NALGO going to see that pensioners get a fair deal?

A PENSIONER.

While the Bill was going through Parliament efforts were made to get the income limit removed, but they were unsuccessful. As a result of representations on behalf of a number of bodies, including NALGO, however, the Government increased the income limits from £250 to £300 for a married pensioner or unmarried pensioner with a dependant and from £175 to £225 for an unmarried pensioner without a dependant. The Act provides that a pensioner's income shall be calculated in accordance with regulations made by the Treasury, which provide (a) that the first £52 a year of any income accruing to the pensioner otherwise than in respect of his pension shall be disregarded; and (b) that the income of a married pensioner shall be deemed to include the income of the spouse.

In view of the Government's decision to impose an income limit, it is difficult to see how an application could be dealt with without the pensioner giving full particulars of his income.

LUNTARY RETIREMENT AT 60
rous Policy Needed

is difficult to understand the arguments of 'Northern'' On the one hand, he does not ider that there is any chance of the 1937 Act g amended to provide for voluntary retire- at 60, *irrespective of years of service*; on other hand, he advocates retirement after 35 ven 30 years' service, *irrespective of age*— h might mean retirement at round about o 53 years of age.

he is satisfied that it is impossible to persuade Government to agree to retirement at 60, pective of service, it would be interesting to w why he considers there would be the slightest e of getting it to agree to retirement at an even er age.

nder the Social Insurance Scheme, the Gov- ent is offering increased pensions as an induce- t for continuing to work after 65. Further, it not be without significance that the Depart- tal Committee on Justices' Clerks has recom- ded that the pensionable retiring age for ces' clerks should be 72.

hese pointers cannot be ignored. They will lisconcerting to those who had hoped to see eir time the possibility of voluntary retirement 0 without having completed 40 years' service. Whether or not the National Executive Council ld, to use "Northern's" phrase, "think n" on the question of voluntary retirement at irrespective of service, there is no doubt that ore vigorous policy will need to be pursued if e is to be an amendment of the 1937 Act in respect. "HOPEFUL."

Equitable Policy

HE N.E.C.'s proposed amendment, as I see it, seeks to secure equity as between the majority officers, who may retire at 60, and a minority uding professional and technical grades— yers, doctors, surveyors, engineers, and so —whose earlier working years are occupied training. Many of these do not enter the ice until after the age of 25, and in conse- nce, unless they suffer a total breakdown in lth, cannot retire before 65, an age at which rement speeches need delicate phrasing.

ven at 65, many such officers do not qualify full pension. Optional retirement at 60 all at proportionate pensions would not y be equitable, but would be unlikely to affect funds appreciably. It would speed up pro- tions and infuse new vigour into the service, ides making room for new entrants. The sibility of boy entrants having to contribute 45 years could be met by an amendment to Act precluding contributions before the age 20, whilst preserving incapacity and other nts. In view of the small amount of the tributions during junior service, the funds uld not be seriously affected.

"MANCUNIAN."

er 40 Years' Service ?

HE amending clause to the Superannuation Acts should be to the effect that any member y retire who has completed 40 years' service, *spective of age*. Such a measure would assist absorption of members in the Forces, and years' service is adequate qualifying period retirement for anyone.

Reading. "HOPEFUL."

Or After 30 Years ?

HE suggested 35 years,' irrespective of age, is a reasonable and adequate period. Since, wever, some other forms of national service mit retirement after 30 years, there is no logical ason why L.G.O's should not be given the me conditions.

The amount of superannuation payable is ectly proportional to length of service and ntributions so that officers retiring at the rlier age would do so at a proportionally lower nsion. WEST MIDLANDS.

fore, Not After, Incapacity

N your footnote to the letter from "London Member". (October journal), supporting luntary retirement at 60, you point out that e writer might retire now "if she could furnish a dical certificate to show she has become incap- le of discharging her duties by reason of perma- nt illhealth or infirmity of mind or body."

I trust there exists no feeling of complacency the part of the N.E.C. at the position as out- ed above. What is wanted is optional retire- nt at 60 to prevent if possible such a condition ising and, furthermore, optional retirement on a dical certificate that such a condition is likely arise should the employment be continued.

P. O R

The N.E.C. is certainly not complacent about the position. It has already decided to press for the right of any officer to retire at 60, irrespective of years of service; but it cannot obtain that right without legislation, and there is no prospect of legislation during the war. As soon as that is over, N A L G O will seek to obtain this and other amendments of the Superannuation Acts.

In the meantime, if an officer's condition is such that a doctor can certify that permanent ill-health or infirmity of mind or body is likely to arise should employment continue, it should be possible for him to claim a superannuation allowance on grounds of permanent ill-health.

ELECTRICITY COSTS
Equal Price Not So Simple

LIKE so many other people who know only some of the facts, J. P. Hodge, in his letter in the October journal, has fallen into a trap and expressed views which he cannot substantiate.

By all means let us urge that electricity supply shall be used in the public interest and also press for public control and, if necessary, public ownership, but to try to base such pressure on the "facts" set out by Mr. Hodge would only be foolish.

Let us consider the *relevant* facts in comparing the area of the company which supplies Colyton with the Hampstead area. Here they are:

		Company	Hampstead
Area of Undertaking	... acres	5,120	2,265
Population of Area	..	5.200	90,600
Density of Population	per acre	1.015	41.1
Units sold		649,554	44,818,343
Charge for *Lighting*	per unit	9d.	3d.
Charge for *Power* ..	per unit	4d.	¾d.
Domestic Tariff.			
Both undertakings, fixed charge based on floor area. Plus	per unit	1½d.	½d.
Do. do. if cooker used.	per unit	1d.	½d.
Average cost of Bulk Supply	per unit sold	1.39d.	0.76d.

On the cost of bulk supply, under the 1926 Electricity Supply Act, all current from "selected stations" is sold to the Central Electricity Board, who in turn re-sell at cost price, or at grid terms, whichever is the less, back to the selected station owners. Current in bulk must be sold to non-selected station authorised undertakers by the C.E.B. at grid terms and by other authorised undertakers at *cost price*, to which are added certain statutory scheduled overhead and capital charges. Other undertakings who purchase direct from a generating authority may, if certain circumstances permit, obtain current on special agreed terms. In these circumstances, the company supplying Colyton would have to pay not only its own overhead costs, but a portion of such costs of any intervening authorities, of which there are two between Bristol corporation (owners of Portishead power station) and Colyton, so that what the company (or, for that matter, the public body, Colyton parish council if it possessed the necessary powers) would have to pay for its bulk supply would be, in stages:

(*a*) The cost at Bristol or grid terms. (The Bristol corporation provisional re-purchase price for the year ended March 31, 1939, for bulk supply from the C.E.B. was 0.41d. per unit).
(*b*) A statutory portion of the overhead and capital costs of the Bristol corporation. (Alternatively, at this stage, an agreed price.)
(*c*) Similar statutory costs on No. 1 intervening undertaking.
(*d*) Those costs on No. 2 intervening undertaking.
(*e*) The company's own distribution and capital charges (the latter must, with rare exceptions, exist in some degree whether under company or public ownership).
(*f*) The cost of units lost in transmission from Bristol to Colyton.

Hampstead is subject to the same basic conditions. Thus the costs of current at Colyton and Hampstead are fundamentally the same; bare added costs only accounting for the difference. Ownership up to this stage has had very little to do with prices.

Also, it can be taken as certain that in all cases of transfer of current in bulk the terms would include three main charges:

(1) A fixed charge based on the kilowatt or K.V.A. (power) demanded.
(2) A unit charge.
(3) A sliding charge based on the price of fuel.

Therefore, when Mr. Hodge states that Hampstead lost 0.1 pence per unit on current sold for heating and power he is not comparing the correct pair of figures. The charge of 0.5 pence made to consumers should be compared with Nos. (2) and (3) above, which at that time, in all probability, together would not exceed 0.275 pence.

No, Mr. Hodge, it is not quite so easy as you imagine to provide a supply of electricity in rural areas comparable in price with an urban area. If we are to obtain equal charges all over the country, then the prices in large places will have to be raised, even under any kind of ownership, but I do not deny that the equated charge under public ownership may be slightly less than under a mixed ownership. However, equated charges throughout the country are not practicable for the reason that raising certain charges in industrial areas would immediately result in much loss of marginal business and would soon become a threat to the prosperity of the areas affected. The key to lower prices is greater sales at improved load factors.

The point which Mr. Hodge has tried to make has not escaped the notice of all those bodies responsible for the many memoranda submitted to the Minister of Fuel and Power, but they also appreciate the difficulties.

A. J. DALTON,
Milford Haven U.D.C. Electrical Engineer and Manager.

HOSPITAL STEWARDS' SALARIES
Prospect of National Scale

THE views on hospital stewards' low salaries, expressed by "Spero Meliora" in the October journal, are shared by all hospital stewards. It is, however, only fair to point out that, as a result of the closer relationship established between N A L G O and the National Association of Administrators of Local Government Establishments, representations have already been made by the former to the National Whitley Council which it is confidently hoped will result in the adoption of a national scale appropriate to the responsibilities of the appointment.

In 1936, the Lancashire and Cheshire Whitley Council adopted a scale for hospital stewards, but a number of authorities in that area not supporting the Whitley Council did not recognise the award. In addition, the development of the local government hospital since 1936 has increased the responsibilities of this particular officer to the extent that certain authorities have of their own volition established a scale of salaries exceeding that of the Lancashire and Cheshire award, which now needs revision.

The fruitful result of N A L G O-N A A L G E representations are awaited with interest and confidence.

ERNEST A. COLLINS.
Vice-Chairman, Stewards' National Sub-Cttee., N.A.A.L.G.E.

A WOMAN'S PROTEST
"Made to Appear a Fool"

AT the risk of a charge of lack of humour, I take exception to two contributions in the November journal—the cartoon on firewatchers and the article headed "Women at Work." In both the woman is made to appear a fool, if not worse. N A L G O seeks to extend its membership among both sexes. One might suppose that it would seek to promote harmonious relations between men and women. The sort of publicity to which I refer can hardly contribute towards that end. On the contrary, it does provide cheap ammunition for any man so disposed (and there are still such among us) to fire off against his women colleagues. Can you not hear him thus: "Women in local government offices! Huh! Look at this! N A L G O evidently hasn't much opinion of them. See what it prints about them in our own journal." Then follow comments on tea-making, shopping, hairdressing, and knitting. Argument begins. Friction arises. Spirited and sometimes justly deserved reprisals on the part of the women ensue. As to: Who shares the tea when it is made? Who sends the women clerks on errands out of the office? Who goes out to buy cigarettes and to get a hair-cut? Who goes out on "business" for a coffee, or a "quick one" when the local opens? Who goes out to buy newspapers, and occupies office time with football pools? If the failings of the women are to be publicly held up to ridicule, it is but just that those of the men should receive a little attention—but from the proper quarter. I suggest that adequate discipline, applied to both sexes, in offices where it is needed, is a better remedy than publicity in the journal, and in most offices the person in a position to exercise such discipline is a man.

L. FAIRWEATHER
Kingston-upon-Thames.

Press Support for Higher Salaries : Students in the M.E.F. : New Scottish Bulletin

By "ABINGDON"

IT has been encouraging lately to note the more intelligent interest being shown in local government by the national Press, hitherto all too inclined either to ignore it or to treat it as a subject for cheap gibes. "The Times" led the way, with articles on the local government service and on the principles of local government reform which set a standard of constructive criticism. More recently, "The Observer" has been delving fruitfully in the same field, and an article by its parliamentary correspondent on November 5 will be welcomed by all NALGO members.

Pointing out that local government reform "will be incomplete without serious and comprehensive overhaul of the conditions of recruitment, training, and promotion of local government officers," the article went on to declare that "the by no means inconsiderable technical and professional qualifications called for by local government staffs are very inadequately rewarded."

"A few of the bigger and more progressive authorities offer adequate salaries," the article continued, "but the rest do not pay enough to attract good men in competition with the professions and industry.

"Some 80 per cent of the local government officers in the country . . . make up the 130,000 membership of the National Association of Local Government Officers. Of these, 15 per cent earn less than £120 a year, and only 10 per cent have over £450 yearly. War conditions have done little to improve general standards.

"Proposals now being ventilated are : (1) Payment should be on a national basis ; (2) Salary levels in general should be raised, especially in the middle ranks of technical and professional officers ; (3) Recruitment methods should be rigorously overhauled ; and (4) Post-entry training should be widely expanded, possibly under the provisions of the new Education Act."

Why Not Model Employers ?

Another publication to take up this salary question seriously is "The Countryman," that most delectable of periodicals, with an influential circulation among members of county councils. In the course of a long leading article in its autumn number, under the heading "Can We Afford to Pay Public Servants Properly ? " it wrote :

"What possible reason is there why the Ministries and the county and district councils should not be model employers ? What instructed person doubts that the standard of the service given to the public would be raised by it ? . . .

"We are glad that many councils are doing first-rate, well-considered work in developing their youth and health services, but some of these bodies would add to their influence with the public, upon whom it is their duty to impose all sorts of rules and regulations, if their salary scales were better. No doubt the old cry will be heard that they are trustees for the ratepayers. They are also trustees for the ratepayers' honour and common sense . . . The first step seems to be to find out if a county council, the salaries of which are unsatisfactory, has joined the provincial Whitley Council of its area . . . The contention of the National Association of Local Government Officers is that there should be national standards, on the lines of the Burnham scales for teachers, nationally negotiated through the Whitley Council and applied uniformly by all local authorities. A letter to us from a student of local government says :

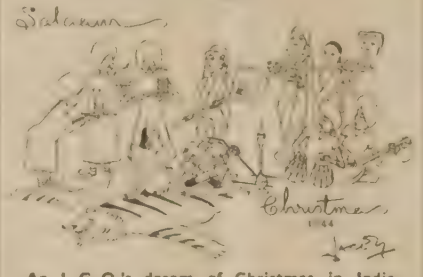
"'In some areas the local authority is the biggest single employer of labour. If the pay and conditions it offers are generally better than those offered by other employers locally, then the brightest and most ambitious youngsters in the area will flock into its service ; it will get the pick of the labour market and other employers will have to raise their own standards to compete with it. If, on the other hand, the pay and conditions it offers are poor, it will get a poor quality of employee—at a time when the duties of local government are so important as to demand the best.'"

This is sound common sense, and I hope that it will be so recognised.

"Staff College" in Cairo

A LOCAL government study group of seventy members—"and still growing"—in Cairo—such is the achievement of a group of enthusiastic Nalgoites in the M.E.F.

Its secretary, S.Q.M.S. R. T. Blair, of R.E.M.E. (unfortunately he omits to say of which branch he is a member), tells me it is representative of nearly all sections of the local government service and of local authorities in England, Wales, and Scotland. At present the group meets fortnightly for "collective study, discussions, and lectures designed to counter the effects of long absence



An L.G.O.'s dream of Christmas in India. Jack Carver, of Walsall, who drew it as an official R.A.F. Christmas card, tells me that the "fruit" (he does not specify which) was drawn from life!

from the service." A sub-group—the first of several planned—is already studying for the I.M.T.A. examinations, and it has been suggested that the group might form the nucleus for a post-war municipal staff college.

NALGO is helping by supplying literature and information. If this kind of thing continues and expands, members who have spent the war years at home may find that it is not their warrior colleagues but they themselves who stand most in need of the suggested "refresher" courses !

Unbasic

Talking of refresher courses, it seems to me that many local government officers would benefit from a course in basic English. Take, for example, this poster exhibited recently, I am told, in an urban district :

"The services of the Council's Rodent Operative are available for distnfestation of private property."

Or this, from a notice circulated by a fireguard officer :

". . . The Local Authority . . . hereby makes the following amendment of the arrangements respectively in force under the said order for the said premises : Any provision of the said arrangements which requires a specified number of persons to be available at any of the said premises shall, having regard to the present stage of hostilities, have effect as if it required that the number of persons to be liable to be called to those premises if and when required by the occupier for the purpose of performing duties under the said arrangements."

The first, I take it, means "If you have rats in your house, the Council's rat-catcher will get rid of them for you." I can only guess at the meaning of the second. My guess is : "Fireguard duties are suspended for the time being." Then why not say so, in words ordinary folk can understand ?

Squandermania !

"Members of Fife Water Supplies Committee heard yesterday that one of their servants, employed for 20 years, was being paid 2s. 6d. a week. The discrepancy had to be attended to by the former functionary of the hydrant at Kennoway . . . had to visit the hydrant once a day and to clear away leaves, etc., and had to be always at hand. He had applied time and again for an increase, but this was never granted. He was over 70. The committee unanimously agreed to increase the attendant's pay to 10s. a week."—The Scotsman.

The Fighting Man's Job

Of all NALGO's war-time activities, none has won greater public support than its campaign to safeguard the prospects of fighting men by urging local authorities to make wartime appointments temporary only and thus to leave open the avenues of promotion. Not only have the national and provincial Whitley councils twice endorsed this policy ; newspapers throughout the country have upheld it against local authorities which have disregarded the recommendation. A recent example was the Brighton "Evening Argus" which, commenting on a protest by Hastings branch against the action of Hastings council in making three permanent appointments, wrote :

"It is highly satisfactory to learn that a trade union of the kind of NALGO has the public interest and the welfare of its members and those who, at the proper time, may join their ranks so much at heart. The knowledge will bring greater encouragement to the fighting men whose lives are in daily peril, than the news that councils and committees are creating jobs and filling them by men and women who have all the advantages of staying at home and protecting on the spot the interests of their home and their dependants."

Most local authorities have honoured this policy. But some have not, and branches knowing that public opinion will back them should not hesitate to protest vigorously at any breach of it, if necessary seeking the aid of Headquarters.

Passing Thought

"Isn't it strange that as soon as they put a uniform on a fellow they start training him for his job, but as long as he wears civilian clothes he is supposed to learn his job either through experience or just exposure ?"—"City Manager's News Letter" (Chicago).

News for Scotland

I AM glad to welcome the first number of the "News Bulletin" published by the Scottish district committee, publication of which is mentioned in "Scottish Notes" this month. A neatly duplicated, workmanlike publication, the Bulletin not only details the activities of the district committee and the Joint Industrial Council, but gives information about all NALGO doings in Scotland, and promises to answer the questions of branches and members. It is hoped to continue publication monthly.

This is a worth-while enterprise, deserving of emulation south of the Border. The district committee, useful as it is, has rarely played the major part in NALGO organisation which it was designed to do—primarily, I think, because of inadequate local publicity. Were each district committee to publish an informative bulletin, reporting its meetings and inquiries, describing what was being done—and what was being left undone—by the branches in its area, answering local queries, inviting criticism and comment, then, I feel sure, interest would be aroused and the committee would at last become the "two-way co-ordinating channel between the N.E.C. and the branches, making national policy local and local policy national," which "Critic" defined as its object in his article, "Blueprint for a Stronger NALGO," three years ago. And where a bulletin seems too ambitious a project, why not a "wall newspaper," serving the same purpose which could be circulated to branches and pinned on every office notice-board ?

"The Town We Live In"

NOW that the season of evening meetings is upon us, I am glad to see so many NALGO branches organising lectures, discussion groups, and the like, and generally polishing up their public relations activities. One of the latest of which I have heard is Reading, which packed the council chamber last month with the first of a series of lectures on "The Town We Live In." Speakers were Councillor W. E. C. McILROY, deputy mayor, and E. CHAPMAN PORTER, deputy town clerk.

Among other branches, Stirling has just resolved its discussion group current topic, I. MACNAB WHITE wrote in this month's last month with meetings both for officers and for the public, and Northampton has got a Public Affairs Committee to discuss the present series of broadcasts on "Getting Home Done."

Many more are doubtless engaged in or planning similar activities. I should be glad to hear of them. There can be no doubt of the value of public interest, stimulated by record[illegible] plans, if local government, and [illegible] be making the most of it.

B. & O. Fund is Helping 400 Members, Widows, and Orphans a Month!

"WHY should *I* give anything to the Benevolent and Orphan Fund? You've only to look at LOCAL GOVERNMENT SERVICE any month to see the whacking sums it is getting. It must have more money than it knows what to do with. And what *does* it do with the money, anyway?"

This remark, made to a branch secretary recently, is possibly typical of a few members. Because the Fund does its good by stealth, because it does not advertise its benefactions, because the

"Good morning—I'm from the Region!"

grants it makes are known only to the committee—who are pledged to secrecy—and to those who receive them, many do not realise what it does, or how urgent is the need for all who can to contribute to it.

To show them, we propose this month to lift the veil of secrecy just a little. At its last meeting, the Benevolent and Orphan Fund committee considered the cases of no fewer than 388 N A L G O members, or widows of members, in need of help. Here are some typical examples:

Mrs. A., aged 28, left, when her husband was killed in the R.A.F., with two children, aged three years and nine months respectively, to support on a total income of £2 13s. a week. The Fund is giving her an additional 18s. a week.

Mrs. B., aged 34, left with three children aged nine, six, and one, and an income of £2 11s. (her husband was killed in the Army, but she was refused a pension because his death was not due to war service). In addition, she has a little capital, earmarked for the children's education. The Fund is giving her 30s. a week.

Mr. C. has been crippled with rheumatism for many years and after spending most of his earnings in a vain search for relief, had to retire at 58 on a pension of 28s. a week, plus insurance payments and the income from letting part of his house. To support him and his wife, the Fund is granting 10s. a week.

Mr. C., aged 32, a victim of cardiac debility, was discharged from hospital owing to lack of accommodation and is being nursed by his wife, who thus cannot take a job. Total income is 15s. 6d. a week disability and sick club payment, and rent alone comes to 15s. The Fund is giving 42s. a week.

In addition to this type of assistance, which can be multiplied many times over, the Fund has educated and maintained in suitable orphanages 46 orphans of N A L G O members, at a cost of £65—£80 a year for each child. When the children leave the orphanages they are helped to train for careers. Two are now in the R.A.F., one a flying officer and the other a sergeant-pilot; a girl is taking secretarial training, a boy is being sent to an agricultural college to learn to be a farmer, and another girl, after winning a scholarship to a secondary school, is now training to become a domestic science mistress.

That many branches and members do appreciate both the value and needs of the Fund is shown by these recent contributions:

From dances, whist drives, and other social functions—**Stafford**, £95 2s. 9d. (including a donation from branch funds); **Salop County**, £60 14s. 6d. including £5 5s. from branch funds); **West Bromwich**, £50; **Clacton**, £44; **Harwich**, £25 11s.; **Macclesfield**, £22 15s.; **Havant and Petersfield**, £22 13s. 7d.; **Worcestershire**, £17 10. 9d.; **Berks C.O.**, £10 11s. 6d.; **Thornton Cleveleys and Poulton**, £3 10s.

Coalville, with a membership of 42, has raised £70 from social functions, bringing its contributions for the year to £100, and giving it a good chance of winning the local B. & O. Shield this year.

Atherstone sent **£10 5s.**, raised from a weekly draw and a concert. **Liverpool Tramways Inspectors' Section** raised £90 19s. 6d. by a concert, and is now planning a big dance.

Bromley held competitions and sold flowers, raising £30 13s. 9d., and **Minehead** has sent a further £5 15s. 4d. from a draw, 1d. p.w. fund, and sweepstakes. **Herne Bay** raised £20 from sweepstakes.

The billiard table bought by **Shoreditch** for the use of members on civil defence duties has produced another £50—making **£125 in all. Salisbury** has sent a further £76 8s. 2d. and **Shrewsbury** made £5 15s. with a bowling match between county and borough branches. **Wolverhampton** corporation sent **£50**, and **Stafford £20** under the Sunday Entertainments Act.

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cert for the Wounded

a different field, but no less useful public relations, is the enterprise of Merthyr Tydfil ch, which recently gave a concert to wounded ers at the local hospital and distributed ettes.

adow Council" on P.R.

WPORT'S "Shadow Council" of civil defence workers, to which I referred last th, goes on from strength to strength. At hird meeting of the season in November it ted public relations, approving a resolution Newport town council should appoint a ic relations committee and public relations er "to inspire greater civic knowledge." ne "Shadow Council" is clearly arousing interest at Newport, and it will be interesting ee whether any of its proposals—and pararly that on public relations—come before real council.

Bimbashi"

CAL government officers have been called many queer names in their time, but I bt whether any will share with HARRY PLATT, in the Oldham gas department, the bellint sounding title of "El Bimbashi." It is bic for "Lieutenant-Colonel" and is used the Sudan Defence Force. This force is ed by the Governor-General of the Sudan, Mr. Platt thus has the further unusual distion of holding two commissions—the vernor-General's in the S.D.F. and the King's he Lancashire Fusiliers.

ut he is evidently not allowing that double den to get him down. Writing to CLIFFORD LT, Oldham branch secretary, he talks enasiastically of hunting (leopards and mountain s as well as pigs, guinea fowl and gazelle) riding in magnificent scenery and a delightful nate, of swimming every afternoon, and of al races—after which the Oldham gas departnt seems likely to prove a trifle tame.

ALGO in the C.M.F.

ALGO is not 'dead,' out here. There are at least six fellow Nalgoites in this unit, we often get together to have a chat about Association's doings and to discuss the topics "Local Government Service."

From what I have read in 'Service' recently, eems that N A L G O is more alive than ever as been. Let's hope we shall be able to carry the good work when we have peace again, en we are all once more back in the best service all.

From an airgraph from L./A./C. T. ROBINSON, Watford branch, now serving with the R.A.F. he Mediterranean.

is Local Government

EPLYING to a district officer's request that it should pay the current Whitley Council bonus ural district council declared that the scale was t applicable to any of its officers. Inquiry ealed that the council had a staff of six:

erk, appointed on a fixed salary for the duration of the war;

nitary inspector shared with a neighbouring urban district which paid him full bonus;

ting officer employed by the county council as a full-time school teacher on Burnham scale salary and bonus, and working for the rural district in his spare time;

ree rate collectors, one a full-time postman getting civil service bonus, one a woman farmer, baker and dairykeeper in partnership with her brother, and one past retiring age but retained by the council.

omen's Lead

EST there are still any Blimps among N A L G O's male members who imagine at women's sub-committees divide their time tween knitting, tea, and gossip, let me disabuse em with the story of **Cheltenham's** committee. nce it was formed not very long ago it has conirmed itself so actively with the education and aining of juniors as to secure the adoption by e council of an education scheme prepared by a ecial sub-committee of the executive committee. course of lectures (two half days and one ening a week) has been arranged at the technical llege for juniors working for the N A L G O termediate examination, the council paying the es and allowing time off.

In addition, the women's committee has set out the task of raising £50 to found a staff brary of books for students, and its chairman, iss BRIMACOMBE, the British Restaurant organer, has offered a prize of £2 2s. 0d. for the udent obtaining the best report.

(Continued at foot of next column)

(Continued from preceding column)

Evidently Cheltenham women are determined to deliver equal—or better—work than the men, as an earnest of their claim to equal pay.

Better Holidays Won

EQUALLY fine work has been done by Leicester women's committee whose achievements during the past year include:

Three weeks' annual leave for women officers with the same salary qualifications as men;

Preparation, in association with the Red Cross, of a rota of visitors to help and entertain all wounded local government officers arriving in the district;

Collections to provide cigarettes and biscuits for wounded passing through Leicester; and

Informal talks on N A L G O organisation, Whiteleyism, and the conduct of meetings.

Training the Social Worker

IN her article in the September JOURNAL, Miss A. D. Baxter mentioned that women eager to train for social work might apply for advice to the university schools of social study in London and a number of provincial towns. She did not mention Newcastle-upon-Tyne, and that omission has brought me a letter from Mr. E. Allen, of King's College (University of Durham) there. King's College, Mr. Allen points out, provides courses for the Diploma in Public Administration which, with the addition of a class in psychology, is accepted by the northern committee of the Institute of Hospital Almoners as covering the theoretical work required from trainees for the position of hospital almoner.

Consulting the Expert

THE local government service and N A L G O are honoured in the appointment of Mr. A. DENTON OGDEN, chief sanitary inspector, Chelmsford R.D.C., and a member of the N.E.C., to the farm advisory sub-committee of the Ministry of Agriculture's Advisory Committee on Milk (Keeping Quality) Control. We have repeatedly urged here the need for the Government to seek the advice of "the man who does the job" and it is encouraging to find that advice being followed to an increasing extent.

A N A L G O Mayoress

PRESTON'S new mayor, Councillor **J. E. Gee**, first secretary of the Lancashire county branch and for many years a member of the N.E.C., is, I hear, to have his daughter, herself a N A L G O member, as mayoress. Miss Gee is in the school medical department of Lancashire C.C. Mr. Gee, as his many friends will remember, used to be chief clerk in the county medical officer's department—not medical officer of health, as I incorrectly reported last month.

Fifty Years' Service

TWO more N A L G O stalwarts have retired. The first is **G. C. A. Austin**, last surviving founder member of Nottingham branch, who has nearly fifty years' service to his credit, 34 of them as clerk of the market and chief inspector of weights and measures at Nottingham. The second is **S. Firth**, of Stalybridge, Hyde, Mossley, and Dukinfield Electricity Board, a founder member of Ashton-under-Lyne branch, and ex-president of Stalybridge branch. Mr. Firth had 40 years' service.

NALGO ROLL OF HONOUR

H.M. Forces

DIED OR KILLED IN ACTION

Barnett, Cpl. A., 26, housing dept., Manchester.
Bertenshaw, P. O. C., 30, R.A.F., education dept., Manchester.
Brotheridge, Lt. H. D., Oxford and Bucks L.I., weights and measures dept., Bucks C.C.
Davies, Capt., E. A. 2nd Dorset Regt., finance dept., Ebbw Vale.
Emeny, Pte. C. E., Dorset Regt., electricity dept., Wimborne.
Hilmer, A. C. B., treasurer's dept., Oxford (died while prisoner in Japanese hands).
Foreman, Petty O. E., 21, R.N., engineer's dept., Romford.
Goodinson, F. Sgt. G. A., R.A.F., public institution, Rotherham.
Gough, Pte. I. M., A.T.S., health dept., Carmarthen C.C.
***Greenhalgh, F. Lt. L. J.,** 22, R.A.F., A.R.P. dept., Bucks C.C.
Griffin, Cadet E. A., R.A.F., engineer's dept., Oxford.
Griffin, Sgt. P. T., R.A.F., treasurer's dept., Walsall.
Harding, Lt. J. A., 22, R.E., engineer's dept., Hendon.
***Horton, Flt. Sgt. T.,** 21, R.A.F., electricity dept., Manchester.
Jones, Pte. D. J., R.A.P.C., finance dept., Carmarthen C.C.
Ketteridge, L./Cpl. P. C., R.A.C., surveyor's dept., Southall.
Lloyd, Lt. M. F. H., R.E., estates surveyor's dept., Oxford (while working on bomb disposal).
McDonald, Sgt., A. J., R.E.M.E., East Lothian C.C.
Mudge, F./O. J. P., R.A.F., electricity dept., Willesden.
***Parbutt, Gnr. J. W.,** R.A., surveyor's dept., Cheshire C.C.
Price, Tpr. D., Northants Yeomanry (R.A.C.), omnibus dept., Merthyr Tydfil.
Riley, Gnr. E. C., R.A. (Signals), libraries dept., Leeds.
Robbins, Lt. A. A., R.E., estates surveyor's dept., Oxford (while working on bomb disposal).
Saunders, Capt. H., R.E., Wokingham R.D.
Stubbs, Flt. Sgt. Nvgtr. A. E., R.A.F., treasurer's dept., Guildford.
Thackham, F. Sgt. J. T., treasurer's dept., Oxford.
Thomas, Sgt. P.H.S.C., education dept., Oxford.
Timperley, Sgt. P. L. J., R.A.F., rivers dept., Manchester.
Vick, Sgt. H., D.L.I., clerk's dept., Leeds.
Wallbank, Sgt. F. A., R.A.F., public assistance dept., Lancashire C.C.
Waymark, Lt. S., 29, D.L.I., finance dept., Poplar.
White, Capt. G. P., 27, R.A., finance department, N A L G O Headquarters.
***Wilson, L. Bdr. R.,** R.A., treasurer's dept., Keighley (died while prisoner in Japanese hands).
Wyatt, Sgt. S. E., 39, R.A.M.C., housing manager, Wantage R.D.

MISSING

Adams, F. Sgt. R. H., R.A.F., weights and measures dept., Newcastle (Staffs).
Armitage, Sgt. Nvgtr. B. A., R.A.F., treasurer's dept., Stalybridge.
Banks, Sgt. D., R.A.F., treasurer's dept., Southall (presumed killed).
Bellamy, Sgt. J. D., B.E.M., R.A.M.C., health dept., Leicestershire C.C.
Birt, Sgt. Nvgtr. P. J., R.A.F., Tottenham (presumed killed).
Davies, P. O. J. G., R.A.F., finance dept., Carmarthen C.C.
***Dudley, P. O. S. J.,** R.A.F., treasurer's dept., Southall (presumed killed).
Gillard, P. O. G. P., R.A.F., rates dept., Bristol.
Guy, Sgt. W. E., R.A.F., Stretford.
Hewitt, P./O. P. V., education dept., Oxford (presumed killed).
Jarvis, F. Sgt. J. A. S., 23, R.A.F., water engineer's dept., Nottingham (presumed killed).
Lynch, Sgt. W. E., R.A.F., treasurer's dept., Southall.
Lynes F. O. J. W., treasurer's dept., Oxford (presumed killed).
Maskrey, L./Cpl. H., South Staffs Regt., education dept., Newcastle (Staffs).
Mather, Sgt. W., D.F.M., 23, R.A.F., public assistance dept., Northumberland.
Pearsmer, P. O. N. L. St. G., R.A.F., treasurer's dept., Colchester.
Sanders, S. Sgt. S. J., R.A.M.C., electricity dept., Croydon.
Savage, Lt. R. H., R.N., education dept., Bristol (presumed killed).
Sinclair, F./Lt. W., R.A.F., public assistance dept., Perth C.C.
Smith, Sub. Lt. H. C., R.N.V.R., health dept., Huddersfield (presumed killed).
Smith, L./Cpl. T., Royal Corps of Signals (1st Airborne Division), treasurer's dept., Leigh.
Tofield, F./O. P. J., R.A.F., treasurer's dept., Eastleigh.
Tubb, Sgt. J., R.A.F., libraries dept., Oxford (presumed killed).
Wateridge, Ord. Smn. F., R.N., engineer's dept., Oxford (presumed drowned).
Wilcox, F./O. A. J., R.A.F., health dept., Gloucester C.C.
Willmot, S. Sgt. T. J., Glider Pilot Regt., clerk's dept., Guildford (believed prisoner).
Wilson, L./Sgt. A. F., Scots Guards, social welfare dept., Ayr C.C. (presumed prisoner).
Yates, Sig. F., Parachute Brigade, education dept., St. Helens.

PRISONERS OF WAR

Cope, Cpl. F. C., 28, R.A.S.C., treasurer's dept., Hendon (in Germany).
***Hurst, Pte. J. H. T.,** Sherwood Foresters, libraries dept., Long Eaton.
Lay, Pte. A., treasurer's dept., Oxford. (in Germany).
McCooke, Capt. J. B., South Staffs Regt., clerk's dept., Newcastle (Staffs).
McVarish, Tpr. D., 3rd The K.O.H., clerk's dept., Ebbw Vale.
Mortlock, P. G., R.A.C., engineer's dept., West Ham.
Palmer, Glider P. A. E., 27, surveyor's dept., Lincoln.
Robinson, Cpl. A., engineer's dept., Oxford (in Japan).
Tunstall, Lt. R., engineer's dept., Oxford (in Germany).

REPATRIATED PRISONER

Redfearn, J., treasurer's dept., Oldham.

ESCAPED PRISONER

†**Langley, Lt. C. W. J.,** Royal Northumberland Fusiliers, clerk's dept., Southall.

**Previously reported missing.* †*Previously reported prisoner.*

AWARDS TO MEMBERS

D.S.O.

Attwater, Sqn. Ldr. M. R., D.F.C., R.A.F., health dept., Worthing.

D.F.C.

Almond, F./Lt. H., R.A.F.V.R., tuberculosis dept., Lancashire C.C.
Drinkall, F./Lt. W. I., R.A.F., gas dept., Carlisle.
Hunt, F./O. A. R. A., estates surveyor's dept., Oxford—for successful operation against U-boat in the Bay of Biscay.
Long, F./O. D. V., R.A.F.V.R., education dept., Northumberland C.C.—in recognition of numerous operations against the enemy in which he has displayed the utmost fortitude, courage, and devotion to duty.
Wade, P./O. N., R.A.F., electricity dept., Willesden.
Walters, P./O. W. L. G., R.A.F., health dept., Carmarthen C.C.—in recognition of 40 flights over enemy territory as a navigator.

D.F.M.

McCoffery, Flt. Sgt. M., R.A.F.V.R., gas dept., Glasgow.
Taylor, P. O. K. W., R.A.F., public assistance dept., Lancashire C.C.—for fortitude, courage and devotion to duty in numerous operations against the enemy.
Turner, Flt. Sgt. E. W., R.A.F., treasurer's dept., Northfleet—for courage, determination, and endurance of the highest order during several operational sorties.

POLISH CROSS OF VALOUR

Lord, Sig. C. H., R.N., treasurer's dept., Keighley—for courage and distinguished services rendered to the Polish Navy.

MENTIONED IN DISPATCHES

Barratt, Sgt. W., Military Police Corps, gas dept., Blackpool—for long and devoted service.
Heseltine, Petty O. J., R.N., treasurer's dept., Lancaster—for conspicuous good work and devotion to duty.
Savage, Maj. G., R.E., assessor's dept., Glasgow—for distinguished service in Italy.

SCOTTISH NOTE

Appeals Committee Agree
J.I.C. Reforms Needed

THE executive committee of the staffs' side of the J.I.C. has agreed on the appointment of an appeals committee, and an application will be made to the council at its annual meeting. The functions of the committee are to be limited to matters arising out of J.I.C. awards. This is a step forward and, although the scope of the committee is to be limited, it will, in time, admit of an extension to be made which may well cover general conditions of service and salaries.

Progress in the J.I.C. is slow, however. Questions are referred to the council for decision, and it is often a very long time before results are obtained. Some feel that it should be asked to impose a time limit to ensure early decisions.

The delay in obtaining awards is due to the work of the council having grown during the war, particularly on the manual workers' side, and to the fact that the two councils meet on the same day. This is not a good arrangement. Only rarely has the staffs' side been allotted the morning session, which is the longest. Its work is usually compressed into a short afternoon session, resulting invariably in the postponement of some items on the agenda.

Each council should have its own regular day of meeting. Hitherto, meetings have been arranged to suit the convenience of both sides, but this, in practice, proves unsatisfactory, since it is rarely possible to arrange meetings at short notice either for employers or employees.

These are small improvements, but their adoption would speed up the work of the council, give greater satisfaction to those affected by the decisions, and result in a saving of time—an advantage to the employers.

News Bulletin

THE first issue of the district committee bulletin has been circulated to most county branches and some copies to new branches. Comment has been favourable and it would appear that most have welcomed the venture. Its success, however, depends on members making full use of it. There are many questions about the present and post-war policy the answers to which can be of inestimable value in making all members fully conversant with N A L G O.

The wide range of the ancillaries will be indicated in successive issues so that there need be no excuse for any professing ignorance of the benefits of membership. The form and scope of the bulletin will be extended to suit the needs of the district.

Organisation Improving

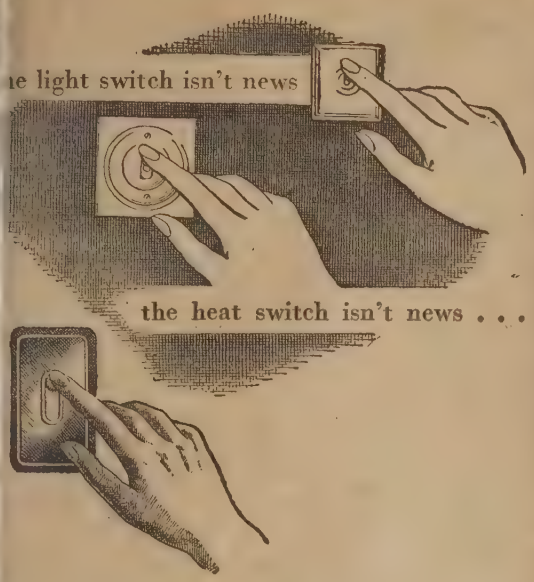
SO far, 12 new branches have been formed this year making a total of 45. Within the next month or two we hope to add five more. Not only are we improving the organisation in Scotland, but we are increasing our membership, are effecting a closer relationship with members and are developing a more personal interest in the affairs of the Association. The end of 19 shows us well on the way to 100 per cent membership.

PAY FOR PREPARING WAR-TIME REGISTER

Subject to Superannuation

PART I of the Parliament (Elections and Meeting) Act, 1943, provides for the preparation of a special register for war-time parliamentary elections. Section 13 provides that for the purposes of part I of the Act the "proper officer" of the council of a county borough or county district shall be the town clerk or the clerk of the council and it shall be the duty of every such council to provide its proper officer with such staff as he may require for the discharge of his duties under Part I and the National Registration Regulations made by virtue thereof. Section 14 provides that there shall be paid to the proper officer charges for his own trouble, care, and attention in the performance of his duties, and for the remuneration and expenses of any staff provided by the council.

In reply to an inquiry, the Ministry of Health has stated that the Minister, while not in a position to express a binding opinion, is inclined to the view that the remuneration and expenses of any staff provided by the council, as well as the charges for the proper officer's own trouble, care, and attention in the performance of his duties under the Act of 1943, are subject to superannuation deductions under the Act of 1937.



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"What on earth's that?"

"You'd better read this paragraph—this is their Sketch Book."

I read: "The K.B. Cash-Credit Plan for clothes enables you to get West End clothes at cash prices as you want them, yet pay no more than an agreed regular sum. Your first payment immediately establishes a continuous credit of twelve times its value, and you can order to the full value of this credit at once if you like. And you can go on ordering up to your credit limit, so that if your payment is, say, £1 a month, you can obtain £24 worth of clothes during the next twelve months."

"So, that's your secret!" I exclaimed. "I wondered why buying clothes never seems to bother you, as it does me. Is this K.B place any good for Joyce too?"

"Certainly! My wife's bought most of her clothes there for years."

Officers in H.M. Forces are finding the K.B Cash-Credit Plan very convenient for ordering and replacing Uniforms, etc.

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METROPOLITAN.

Heston and Isleworth B. has adopted recommendations of Middlesex Whitley council on salaries and service conditions.

Finchley B. has amended its junior grade to conform with Middlesex Whitley council recommendations; has increased service increments from £15 to £25 in all grades other than junior after 5, 10 and 15 years' service on maximum; and has agreed on a new grade for the senior sanitary inspector: £500 + 25 — £600.

Kingston-on-Thames B. has amended its sick pay regulations to 6 months' full pay and 6 months' half-pay after 12 months' service. Up to 12 months' service 1 month's full pay and 1 month's half-pay will be granted.

NORTH WESTERN AND NORTH WALES

Ulverston U.D.C. has decided to pay 60ths instead of 120ths for non-contributory service.

Flint C.C., in response to representations by the assistant district officer, has reduced working hours to 38 a week, and agreed to restore immediately normal holidays, subject to a maximum of three weeks from January 1 next.

The joint secretaries of the provincial Whitley council have prepared a revised grading scheme for **Widnes B.**, with considerable all round benefits to officers.

NORTH EASTERN

Berwick-upon-Tweed B. has agreed to grade its temporary staff within the provincial council scales, from January 1, 1944.

Darlington C.B. has agreed to transfer the architectural assistant, chief education clerk, chief committee clerk and chief audit assistant from Grade F to Grade G (£440 — 20 — £500).

Middlesbrough C.B. has agreed to regrade the chief clerk, health dept., additional weights and measures inspector and chief meters inspector and to increase to 60ths the fraction for non-contributory service.

The **Tyne Port Health Authority** has agreed to grant 60ths for non-contributory service and to increase the salary of a woman officer from £124 10s. to £145 + 15 — £175.

The appeals committee of the provincial council has awarded in favour of the Association's claim for the regrading of 18 officers employed by **Sunderland C.B.**

Durham C.C. and **Stanley U.D.** have adopted the provincial council's new scheme for sick pay.

YORKSHIRE

Morley B. has adopted the provincial council scales of salaries.

West Riding C.C. has improved its junior scales and has reverted to normal office hours—9 a.m. to 5 p.m.

Heckmondwike U.D. has adopted scales of salaries.

Harrogate B has suspended the operation of extended hours for six months.

EAST MIDLANDS

New branches have been formed for **Alfreton, Belper, and Ripley U.D.s.** and **Belper R.D.**

WEST MIDLANDS

The officers of **Brownhills U.D.** have formed a branch.

Worcester C.C. has adopted salary scale 2 of the West Midlands provincial council.

Warwick C.C. has amended the bonus, from October 1, 1944, for officers on salaries of £500 and over by substituting 10 per cent on salary to £1,000 and 5 per cent on the remainder in place of £33 16s. per annum. The salaries of technical officers in the county architect's and county surveyor's departments have also been increased by 10 per cent.

Coventry C.B. held an inquiry after a threatened strike of manual employees unless an officer was "removed from his position forthwith." The member was represented by the district officer. After a four-day examination, the inquiry committee resolved unanimously that the allegations were unfounded and the officer was a fit and proper person for the post and was carrying out difficult duties efficiently and reasonably.

"Patience, sweetheart—when they adopt the provincial council salary scale, we shall get married!"

Wolverhampton C.B. has established a staff joint committee of five members of the council and five officers appointed by the branch executive.

Rugby B. has established a joint consultative committee.

The **West Midlands provincial council** has approved the scheme for reinstatement and rehabilitation of officers discharged from the Forces on medical grounds and reaffirmed the recommendation that, as a general rule, appointments during war-time should be temporary. Staff side representation has been increased to 29 seats, of which NALGO has 7. Mr. Gerald Wilson, town clerk of Guildford, has been appointed employers' secretary in place of Mr. E. Bish

Battle R.D. and **Tonbridge U. D.** have adopted provincial council's salary scales.

Bridge-Blean R. D. has adopted the "Bolton standard of service pay supplementation in place of "on merit" scheme.

Worthing B. has restored a 50 p.c. cut and now makes up service pay in full.

New branches are under consideration for the staffs of **Herne Bay** and **Whitstable U. D., Tenterden** and **Cranbrook** and **Tenterden R. D.**

A joint consultative committee is to be formed for branches in the **Sevenoaks—Tonbridge** area.

SOUTHERN DISTRICT.

Havant and Waterloo U. D. has adopted provincial council schema of service conditions.

SOUTH WALES AND MONMOUTHSHIRE

Aberdare U. D. has agreed to up-grade two additional officers from the provincial council's Grade E—£310 — into a special grade, £350 + 25—£400, commencing at £375.

Cardigan C. C. is considering a model grading scheme of the provincial council.

Pontardawe R. D. has accepted the principle of 60ths for non-contributory service.

Rhondda U. D. has agreed to grant two increments of £13 to temporary clerks at present on the basic rate of £130 and £156, the first increment being payable from April 1 last. In addition, the council has agreed to pay the permanent "rate for the job" to temporary rental clerks and temporary meter collectors, *i.e.* £210—£240.

SOUTH-EASTERN.

The **Southern Home Counties Provincial Council** has approved the scheme for the reinstatement and rehabilitation of officers discharged from the Forces on medical grounds, and reaffirmed the recommendation that, as a general rule, appointments during war-time should be temporary. Staff side representation has been increased to 29 seats, of which NALGO has 7. Mr. Gerald Wilson, town clerk of Guildford, has been appointed employers' secretary in place of Mr. E. Bish

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Cost of Living Unchanged

The Ministry of Labour cost of living index remained unchanged last month at 201, representing an increase of 29.7 per cent since the outbreak of war.

OBITUARY:

J. Bain, F. E. Cox, A. E. Harding, and F. E. Viner

WE regret to record the deaths of four well-known members of NALGO:

James Bain, for 20 years on the staff of the city assessor's office, Edinburgh, an A.R.P. instructor, and a member of the branch executive committee, aged 52.

F. E. Cox, former assistant area welfare officer, L.C.C., and from 1936 until his retirement last May a member of the N.E.C. Mr. Cox was injured in the head when a flying bomb damaged his home some weeks ago, and he died in November. He was a member of the National Poor Law Officers' Association from 1904 until its amalgamation with NALGO in 1930, organising secretary (London and district) from 1921 to 1930, member of the national executive from 1923 to 1930, and president of the London and district branch in 1926. He was also an ex-president of the Metropolitan Relieving Officers' Association and was president last year of the L.C.C. branch of NALGO.

Albert Edward Harding, principal assistant in the town clerk, Hendon, a member of the branch since its formation, a former branch secretary and staff-side representative on the Middlesex Whitley Council, and for many years a member of the branch executive. Mr. Harding, who was 52, had been for 37 years at Hendon, rising from the position of junior in the education department. Shortly before his death he learned that (as a record in the Roll of Honour this month) his only son, Lt. B. A. Harding, of the engineer and surveyor's department, Hendon, had been killed in Normandy.

Frederick Ernest Viner, chief clerk in the cleansing department, Gloucester C.C., and president and ex-chairman of the branch (of which he was a founder member and for some years honorary secretary), aged 60. Mr. Viner had served on the county council staff for 41 years.

In recording last month the death of Miss Jane Bryson, treasurer of Stirling branch, we erroneously described her as a member of the town chamberlain's staff, Edinburgh. She was, of course, of the town chamberlain's staff at Stirling.

Local Authorities Enter Whitley System at Rate of One a Day!

SINCE the National and Provincial Whitley Councils were reconstituted a year ago, local authorities have been entering Whitleyism at the rate of nearly one a day. Since January 1, 297 authorities have joined the appropriate provincial councils, and today more than two-thirds of all the local authorities in England and Wales—1,025 out of 1,530—are constituent members.

In July, we published a list of the first 207 to enter Whitleyism this year. Since then, 90 more have come in. They are:

COUNTY COUNCILS—Bedfordshire, Buckinghamshire, Cambridgeshire, East Suffolk, East Sussex, Herefordshire, Hertfordshire, Huntingdonshire, Isle of Ely, Kent, Norfolk, Oxfordshire, Shropshire, Staffordshire, Warwickshire, West Suffolk, West Sussex, and Worcestershire.

COUNTY BOROUGHS—Birkenhead, Bristol, Eastbourne, Hastings, Ipswich, and Plymouth.

BOROUGHS—Beccles, Cambridge, Chichester, Chipping Norton, Dorchester, Droitwich, Haverfordwest, Lymington, Newport (Mon.), Ryde, Thetford, Truro, Tunbridge Wells, Weymouth, Winchester, and Wisbech.

URBAN DISTRICTS—Banstead, Belper, Berkhamstead, Biggleswade, Bishops Stortford, Blaenavon, Braintree & Bocking, Brentwood, Chepstow, Darfield, Dorking, Gellygaer, Haslemere, Haverhill, Kingswood, March, Minehead, Newquay, Penarth, Sandy, Sidmouth, Sittingbourne & Milton, Tonbridge, Wells-next-the-Sea, Windermere, and Wombwell.

RURAL DISTRICTS—Alton, Blandford, Blyth, Bullingdon, Brackley, Chipping Norton, Crediton, Devizes, Eastry, Freebridge Lynn, Goole, Lunesdale, Maldon, Malling, Mildenhall, North Kesteven, Penrith, Ploughley, St. Ives, Selby, Southam, South Westmorland, Wadebridge, and Winchester.

Out of 83 county boroughs, only four—Birmingham, Reading, Southend-on-Sea, and West Ham—still stand outside the Whitley machinery of joint negotiation. Of the 62 county councils, all have come in save eighteen—Denbighshire, Derbyshire, East Riding, Essex, Holland, Leicestershire, Lindsey, London, Kesteven, Middlesex, Monmouthshire, Northamptonshire, North Riding, Nottinghamshire, Pembrokeshire, Rutland, the Soke of Peterborough, and Wiltshire.

"It is to be hoped that these, together with the minority of 99 boroughs, 180 urban districts, and 204 rural districts still standing aloof, will soon decide to follow the lead of their associations and of the majority of their fellow-councils, and enter the fold. Only then will it be possible to create the progressive, efficient, and contented local government service which the national interest and the urgent needs of reconstruction demand.

NALGO Addresses

Headquarters (all departments)—**The General Secretary, NALGO, 24, Abingdon Street, London, S.W. 1** (Telegram NATASSOC, Parl., London; Telephone WHitehall 9351).

District Officers: Metropolitan—T. M. Kemp, 27, Abingdon Street, London, S.W.1 (WHitehall 9351).

North Western and North Wales—W. Cecil Wood, 2, Mount Street, Manchester 2 (Blackfriars 7668).

Yorkshire—N. M. Woodcock, 12, East Parade, Leeds (Leeds 24861).

North Eastern—W. J. Upton, Milburn House, Dean Street, Newcastle-upon-Tyne (Newcastle 24...).

East and West Midlands—J. E. N. Davis, 14, Easy Gardens, Birchfields, Birmingham 20 (Birchfields 51...).

Eastern—F. Thomas, 54, New Street, Chelmsford (Chelmsford 4347).

South Eastern—A. Procktor, Star House, ... Lane, Maidstone (Maidstone 4428).

Southern and South Western—D. H. J. Nash, 16, The Crescent, Taunton (Taunton 2779).

South Wales and Monmouthshire—A. H. Tee, 11, Park Place, Cardiff (Cardiff 1645).

Scotland—J. L. Robson, 67, West Nile Street, ... C.1. (Douglas 0404).

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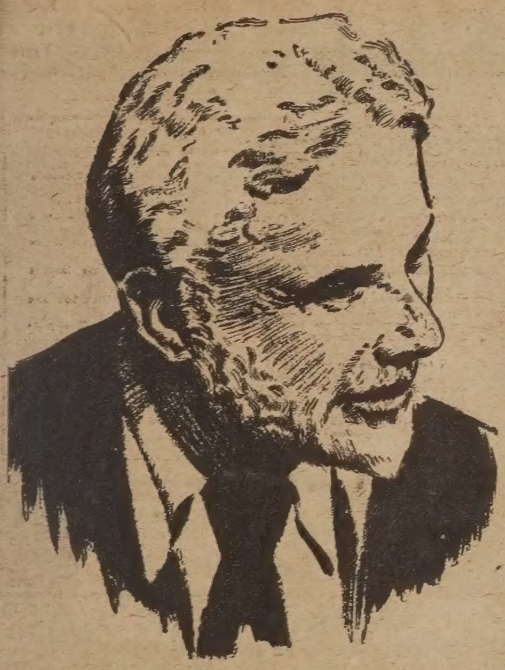

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